



Ontario

# ENVIRONMENTAL ASSESSMENT BOARD

VOLUME: 378

DATE: Tuesday, May 12, 1992

BEFORE:

A. KOVEN Chairman

E. MARTEL Member

FOR HEARING UPDATES CALL (COLLECT CALLS ACCEPTED) (416)963-1249

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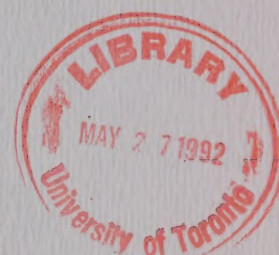
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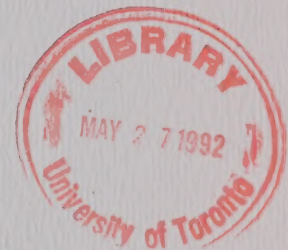
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HEARING ON THE PROPOSAL BY THE MINISTRY OF NATURAL  
RESOURCES FOR A CLASS ENVIRONMENTAL ASSESSMENT FOR  
TIMBER MANAGEMENT ON CROWN LANDS IN ONTARIO

IN THE MATTER of the Environmental  
Assessment Act, R.S.O. 1980, c.140;

- and -

IN THE MATTER of the Class Environmental  
Assessment for Timber Management on Crown  
Lands in Ontario;

- and -

IN THE MATTER of a Notice by The Honourable  
Jim Bradley, Minister of the Environment,  
requiring the Environmental Assessment  
Board to hold a hearing with respect to a  
Class Environmental Assessment (No.  
NR-AA-30) of an undertaking by the Ministry  
of Natural Resources for the activity of  
Timber Management on Crown Lands in  
Ontario.

-----  
Hearing held at the offices of the Ontario  
Highway Transport Board, 10th Floor, 151 Bloor  
Street West, Toronto, Ontario, on Tuesday, May  
12, 1992, commencing at 9:00 a.m.

-----  
VOLUME 378

BEFORE:

MRS. ANNE KOVEN  
MR. ELIE MARTEL

Chairman  
Member








A P P E A R A N C E S

MR. V. FREIDIN, Q.C.	)	MINISTRY OF NATURAL
MS. C. BLASTORAH	)	RESOURCES
MS. K. MURPHY	)	
MR. B. CAMPBELL	)	
MS. J. SEABORN	)	MINISTRY OF ENVIRONMENT
MS. N. GILLESPIE	)	
MR. R. TUER, Q.C.	)	ONTARIO FOREST INDUSTRY
MR. R. COSMAN	)	ASSOCIATION and ONTARIO
MS. E. CRONK	)	LUMBER MANUFACTURERS'
MR. P.R. CASSIDY	)	ASSOCIATION
MR. D. HUNT	)	
MR. R. BERAM		ENVIRONMENTAL ASSESSMENT BOARD
MR. J.E. HANNA	)	ONTARIO FEDERATION
DR. T. QUINNEY	)	OF ANGLERS & HUNTERS
MR. D. O'LEARY		
MR. D. HUNTER	)	NISHNAWBE-ASKI NATION
MR. M. BAEDER	)	and WINDIGO TRIBAL COUNCIL
MS. M. SWENARCHUK	)	FORESTS FOR TOMORROW
MR. R. LINDGREN	)	
MR. D. COLBORNE	)	GRAND COUNCIL TREATY #3
MR. G. KAKEWAY	)	
MR. J. IRWIN		ONTARIO METIS & ABORIGINAL ASSOCIATION
MS. M. HALL		KIMBERLY-CLARK OF CANADA LIMITED and SPRUCE FALLS POWER & PAPER COMPANY





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APPEARANCES (Cont'd):

MR. R. COTTON		BOISE CASCADE OF CANADA LTD.
MR. Y. GERVAIS	)	ONTARIO TRAPPERS
MR. R. BARNES	)	ASSOCIATION
MR. P. ZYLBERBERG	)	NORTHWATCH COALITION
MS. B. LLOYD	)	
MR. J.W. ERICKSON, Q.C.)		RED LAKE-EAR FALLS JOINT
MR. B. BABCOCK	)	MUNICIPAL COMMITTEE
MR. D. SCOTT	)	NORTHWESTERN ONTARIO
MR. J.S. TAYLOR	)	ASSOCIATED CHAMBERS OF COMMERCE
MR. J.W. HARBELL		GREAT LAKES FOREST
MR. S.M. MAKUCH		CANADIAN PACIFIC FOREST PRODUCTS LTD.
MR. D. CURTIS	)	ONTARIO PROFESSIONAL
MR. J. EBBS	)	FORESTERS ASSOCIATION
MR. D. KING		VENTURE TOURISM ASSOCIATION OF ONTARIO
MR. H. GRAHAM		CANADIAN INSTITUTE OF FORESTRY (CENTRAL ONTARIO SECTION)
MR. G.J. KINLIN		DEPARTMENT OF JUSTICE
MR. S.J. STEPINAC		MINISTRY OF NORTHERN DEVELOPMENT & MINES
MR. M. COATES		ONTARIO FORESTRY ASSOCIATION
MR. P. ODORIZZI		BEARDMORE-LAKE NIPIGON WATCHDOG SOCIETY







APPEARANCES (Cont'd):

MR. R.L. AXFORD	CANADIAN ASSOCIATION OF SINGLE INDUSTRY TOWNS
MR. M.O. EDWARDS	FORT FRANCES CHAMBER OF COMMERCE
MR. P.D. McCUTCHEON	GEORGE NIXON
MR. C. BRUNETTA	NORTHWESTERN ONTARIO TOURISM ASSOCIATION





I N D E X   O F   P R O C E E D I N G S

<u>Witness:</u>	<u>Page No.</u>
<u>KEN SIGNORETTI,</u> <u>DUNCAN MacDONALD; Affirmed.</u>	65516
Presentation:	65516-65533
Cross-Examination by Ms. Blastorah	65533
 <u>LUCIE TOWER,</u> <u>DON McALPINE,</u> <u>BRIAN MALONEY,</u> <u>BARB COOMBS,</u> <u>MOYA BEALL; Affirmed.</u>	 65554
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I N D E X   O F   E X H I B I T S

<u>Exhibit No.</u>	<u>Description</u>	<u>Page No.</u>
2224	Written submission by Ontario Federation of Labour.	65517
2225	55-page written submission by OPSEU.	65578
2226	Report entitled: Report to the Environmental Assessment Board On A Comparison of Cost and Results Applying Two Alternative Silvicultural Systems in the Boreal Forest dated March, 1992.	65593





1 ---Upon commencing at 9:00 a.m.

2 MADAM CHAIR: Good morning.

3 MR. SIGNORETTI: Good morning.

4 MR. MacDONALD: Good morning.

5 MADAM CHAIR: Good morning. Welcome to  
6 the timber management hearing. It's our normal  
7 practice to either have our witnesses swear in their  
8 evidence or be affirmed. What do you wish to do?

9 MR. SIGNORETTI: We're in your hands.  
10 Whatever you want.

11 MADAM CHAIR: If you wish to swear in  
12 your evidence you can approach us, or if you wish to be  
13 affirmed, sit there and we'll --

14 MR. MacDONALD: I think affirmed.

15 MR. SIGNORETTI: Yeah.

16 KEN SIGNORETTI,  
17 DUNCAN MacDONALD; Affirmed.

18 MADAM CHAIR: Thank you.

19 MR. MacDONALD: May I give you copies of  
20 our brief at this time.

21 MADAM CHAIR: Yes, and if you would  
22 identify yourselves for the court reporter and spell  
23 your last names if --

24 MR. SIGNORETTI: We're here on behalf of  
25 the Ontario Federation of Labour. My name is Ken



1 Signoretti, I'm the executive vice-president, and with  
2 me is Duncan MacDonald who is our programs coordinator.

3 If I might, I'll just go through our  
4 brief and then if there's questions we can answer.

5 MADAM CHAIR: Mr. Signoretti, what we  
6 will do, we give an exhibit number to all the written  
7 material we receive and your exhibit dated May the 12th  
8 will become Exhibit 2224.

9 ---EXHIBIT NO. 2224: Written submission by Ontario  
10 Federation of Labour.

11 MADAM CHAIR: Please go ahead when you're  
12 ready, Mr. Signoretti.

13 MR. SIGNORETTI: Ready.

14 MADAM CHAIR: Yes.

15 MR. SIGNORETTI: You'll have to excuse me  
16 I've been having some problems with my allergies this  
17 morning.

18 On behalf of the membership of the  
19 Ontario Federation of Labour, we would like to thank  
20 you for the opportunity of sharing our views on this  
21 Class Environmental Assessment for the Timber  
22 Management on Crown Lands in Ontario.

23 The Ontario Federation of Labour is  
24 the largest provincial federation in labour in Canada..  
25 Our members belong to 60 to 70 different unions and

1 live and work across Ontario, from Kenora to Cornwall,  
2 and from Moosonee to Windsor. They are concerned about  
3 the quality of both our workplace and the community  
4 environment. They are also concerned about the  
5 sustainability of their employment.

6 This presentation by the Ontario  
7 Federation of Labour is a general overview of the  
8 concerns of the labour movement. More detailed  
9 presentations will be given by those unions - Canadian  
10 Paperworkers, The IWA-Canada and the Ontario Public  
11 Service Employees who have members in the forestry  
12 sector.

13 At the 1988 convention over 1,500  
14 delegates discussed and endorsed the policy document  
15 entitled: Our Forests and Our Environment...", and  
16 that's attached, the copy is attached to the document.  
17 The forestry portion of this document was included in  
18 our witness statement. To quote from the document:

19 "The forest existed long before Ontario  
20 did. It has provided employment for  
21 generations of workers, whose toil has  
22 created great wealth which has benefitted  
23 this province. The forest has provided a  
24 recreational outlet for the people of  
25 Ontario and helped to create a valuable



1                   tourism industry. The forest provides a  
2                   home for a variety of plant and animal  
3                   life which should both be enjoyed."

4                   You'll have to excuse me.

5                   MR. MacDONALD: Maybe I can. Do you want  
6                   me to continue?

7                   MR. SIGNORETTI: Yes.

8                   MR. MacDONALD: We have a responsibility  
9                   to use this resource wisely and to ensure that  
10                  subsequent generations are able to share in its  
11                  benefits. It is a resource which has been abused  
12                  through short-term policies which are aimed to maximize  
13                  profits today and let tomorrow worry about itself.

14                                 In recent years this resource has  
15                  also been abused by the effects of short-sighted  
16                  economic practices far from the forest, for example,  
17                  acid rain. A sustained political will is needed to  
18                  solve the problems facing the forest and environment in  
19                  general. It is not an impossible task, only a  
20                  difficult one.

21                                 A viable forestry sector has been of  
22                  interest of our members for many years whether or not  
23                  they have been directly employed in that sector.

24                                 The Ontario Federation of Labour  
25                  first dealt with the forestry sector at the 1959

1 convention. Delegates endorsed a resolution which  
2 stated:

3 "WHEREAS the pulp and paper industry  
4 is presently operating at about half  
5 capacity;

6 THEREFORE BE IT RESOLVED that the  
7 Ontario Federation of Labour with proper  
8 representation ask for a full inquiry and  
9 if possible to help many of the  
10 unemployed members of unions in seeking  
11 ways to bring northern pulp and paper  
12 mills into full production."

13 The next year in 1960 delegates  
14 endorsed two resolutions dealing with resource-based  
15 industries. The first resolution dealt with the need  
16 such industries had for government support. It stated  
17 in part:

18 "THEREFORE BE IT RESOLVED that the  
19 Ontario Federation of Labour request the  
20 Government of the Province of Ontario to  
21 call upon the Federal Government for an  
22 increase in the contribution for forest  
23 access roads, and that qualifications  
24 for grants be eased so that more  
25 Provincial plans could be approved."



1                   A second resolution dealt with the  
2           realization that economic policies which went beyond  
3           simple resource extraction would be beneficial to  
4           workers and their communities:

5                   "WHEREAS the Province of Ontario is  
6                   endowed with the gift of abundant raw  
7                   materials, and

8                   WHEREAS the exploitation and  
9                   exportation of such raw materials is  
10                  increasing daily, and

11                  WHEREAS the development of secondary  
12                  industry in order to process such raw  
13                  materials would be beneficial to  
14                  Canadians;

15                  THEREFORE BE IT RESOLVED that the  
16                  Ontario Federation of Labour urge the  
17                  appropriate levels of government to  
18                  encourage the processing of raw materials  
19                  to a greater degree."

20                   Since 1957 Ontario workers through  
21           the Ontario Federation of Labour have sought real  
22           involvement in the political and economic  
23           decision-making processes which impact on their lives  
24           and their communities.

25                   This involvement is based on the

1 belief that positive developments may occur when:

- 2 (i) government that understands the  
3 issues is willing to play an activist  
4 role and,  
5 (ii) there is genuine participation in  
6 the decision-making in the  
7 workplace/community by all interested  
8 parties.

9 Workers in the resource sector are,  
10 especially in northern Ontario, have long felt that  
11 decisions affecting their lives and their communities  
12 were almost always made in southern Ontario by people  
13 who knew little about them. This sense of Alienation  
14 from decision-making is seen in their resolution  
15 endorsed by the 1967 OFL convention:

16 "WHEREAS the greatest part of the  
17 province's natural resources are derived  
18 from the northern part of the province;  
19 and  
20 WHEREAS the northern portion of  
21 Ontario has been neglected insofar as  
22 adequate development is concerned and, in  
23 some instances, physically deteriorated  
24 community and ghost towns have been  
25 created as a result of lack of proper

1 development; and

2 WHEREAS there is a great need of  
3 industrial development in the northern  
4 part of the province;

5 THEREFORE BE IT RESOLVED that the  
6 Ontario Federation of Labour petition the  
7 Provincial Government of Ontario to  
8 appoint a Minister of Northern Affairs."

9 The Ministry of Northern Affairs  
10 was created in 1977. The present Ministry of Northern  
11 Development and Mines was created in 1985. Even with  
12 such a ministry there is still a need by government to  
13 understand that Ontario extends beyond the borders of  
14 Metropolitan Toronto. Nor should the payment of taxes  
15 be considered the only means of involvement in  
16 decision-making.

17 The desire for genuine involvement  
18 in decision-making in the workplace/community with  
19 particular reference to the forestry sector may be seen  
20 in a 1986 OFL resolution which stated:

21 "BE IT RESOLVED that the Ontario  
22 Federation of Labour demand that the  
23 Ontario Government in their forest  
24 management agreements with companies  
25 include clauses that there be a



1                   commitment for the workers in the said  
2                   company;  
3                   BE IT FURTHER RESOLVED that  
4                   forest management agreements be third  
5                   party agreements; the Ontario Government.  
6                   company concerned and the unions having  
7                   jurisdiction."

8                   The struggle to have the concerns of  
9                   workers be heard and providing a genuine role for them  
10                  in decision-making has not been easy. Our experiences  
11                  with this Environmental Assessment Hearing illustrates  
12                  this point.

13                 One of our affiliated unions, The  
14                  Canadian Paperworkers Union, recognized the importance  
15                  of this hearing to their members and to their  
16                  communities. This process has been long and costly to  
17                  all concerned. To play the role that they felt was  
18                  appropriate on behalf of their membership, the Canadian  
19                  Paperworkers Union applied for intervenor funding.

20                 The OFL was supportive of their  
21                  position and explained to the Board that any resource  
22                  material developed would be shared with the Ontario  
23                  Federation of Labour, other unions such as IWA-Canada  
24                  and the Ontario Public Service Employees Union and  
25                  local labour camps. The Paperworkers had been led to

1 believe that there was "no problem" in getting some  
2 funding. As it turned out many other intervenors got  
3 funding but not the Canadian Paperworkers Union.

4 An appeal to the Minister of the  
5 Environment was to no avail. Eventually some funding  
6 was obtained from another part of the government. Much  
7 later the Canadian Paperworkers Union did receive some  
8 funding which allowed them to make a contribution to  
9 these proceedings.

10 The issue of intervenor funding was  
11 not the only incidence where there was a lack of  
12 appreciation regarding the role of workers and their  
13 unions. In draft terms and conditions submitted by the  
14 Ministry of Natural Resources January the 6th, 1992  
15 there is a reference (Appendix 1) to the composition of  
16 the local citizens council. There is the statement:  
17 "The main interests represented on this committee  
18 should include:"- eleven categories are listed but not  
19 unions. The document goes on to state:

20 "The purpose of the local citizens  
21 committee is to participate as an  
22 integral part of the timber management  
23 planning process by:

24 a) ensuring that all local interests are  
25 effectively communicated to all others

1                   involved in timber management  
2                   planning;..."

3                   Six other points are listed. We  
4 believe that workers through their unions offer a  
5 different perspective from the employer or the general  
6 public and can make a positive contribution in dealing  
7 with the these issues.

8                   In their November 20th, 1990 Speech  
9 From The Throne the Ontario Government stated in part:

10                   "We will need to assess our decisions not  
11                   only in standards of social justice or  
12                   economic growth but in terms of their  
13                   ecological integrity. We know that we  
14                   cannot have a healthy economy without  
15                   a healthy environment. A sustainable  
16                   economy will provide added opportunities  
17                   for new jobs which will last into the  
18                   future and which will enhance rather than  
19                   harm the environment...Ontario's  
20                   realities - the environment, the economy,  
21                   our social services and the challenges  
22                   facing Canada itself require leadership."

23                   To accomplish this goal in the  
24 forestry sector it is important that a clear message be  
25 conveyed from these hearings. The message must be that



1 a sustainable, diverse forestry sector is obtainable,  
2 desirable and necessary. To attain this goal we must  
3 learn from both the experiences of other jurisdictions  
4 and from our collective experiences.

5 The leadership mentioned in the 1990  
6 Speech From The Throne requires a commitment from the  
7 Ontario Government to allocate the necessary human and  
8 financial resources to implement and monitor whatever  
9 policies are developed. The presentation to this  
10 hearing by the Ontario Public Service Employees Union  
11 relates their members' experiences when necessary  
12 resources are cut back or withdrawn. The Ontario  
13 Federation of Labour supports the position taken by the  
14 Ontario Public Service Employees Union.

15 In witness statement No. 3  
16 sustainability, diversity and Ontario's forest  
17 management strategy, a trade union perspective, the  
18 Canadian Paperworkers Union outlines 10  
19 recommendations, a copy of which is attached. The  
20 Ontario Federation of Labour endorses these policy  
21 recommendations. Implementation station of these  
22 recommendations would satisfy many of the concerns of  
23 the labour movement.

24 An important component for  
25 sustainability across the economy is the issue of

1 training. For many years the labour movement has been  
2 aware of the importance of this issue. Currently as a  
3 movement we are very involved with the Ontario Training  
4 and Adjustment Board. Training for the forestry sector  
5 is dealt with by the Paperworkers in their  
6 recommendation No. 10.

7                   Such a recommendation should  
8 encompass both the workplace and the natural  
9 environment. Occupational health and safety has been a  
10 priority of the labour movement for many years.  
11 General and sector specific educational course material  
12 has been developed by the Ontario Workers Health and  
13 Safety Centre, material is developed and used with the  
14 active involvement of many of the unions in Ontario.  
15 Under the provisions of the Occupational Safety and  
16 Health Act workers and management on joint committee  
17 will be provided with certified training. This  
18 training is being developed by the Workplace Health and  
19 Safety Agency. It must be our goal that all workers  
20 are engaging in safe and sustainable activities.

21                   Another component of sustainability  
22 is the diversity of uses of existing resources. The  
23 economic reality for many communities in northern  
24 Ontario is that they depend on the forests for their  
25 continuing livelihood.

1                   As already noted, as early as 1960,  
2       OFL convention delegates were calling for the  
3       development of secondary industry based on the further  
4       refining of natural resources in northern Ontario.

5                   In their 1989 Forest Policy  
6       IWA-Canada puts forward a proposal which should be  
7       seriously studied. To quote from that document:

8                   "Stumpage should be charged on standing  
9                   timber and should be reflective of end  
10                  use. For example, higher stumpage rates  
11                  could be charged on timber that undergoes  
12                  only one processing step, while timber  
13                  which undergoes three or four could be  
14                  charged at a lesser rate.

15                  This document forms part of the  
16       IWA-Canada witness statement.

17                  Critical to any attempt to diversify  
18       the forest-based economy in northern is the question of  
19       recycling. Can a symbiotic relationship be developed  
20       between the "natural forest" (virgin material) and the  
21       "urban forest" (recycled material)? We believe that a  
22       relationship which would benefit workers and their  
23       communities regardless of where they live in Ontario  
24       must be developed. How best to build this relationship  
25       should be a concern of this hearing.



1                   The question of land ownership is an  
2           important factor for this hearing. The relationship of  
3           the land, the First Nations and the rest of society  
4           must be settled. At a 1991 OFL convention delegates  
5           addressed this issue and endorsed a resolution which  
6           stated in part:

7                   "THEREFORE BE IT RESOLVED that the OFL  
8                   support the First Nations in their  
9                   struggles to resolve their land claims in  
10                  a timely and just manner; and

11                  THEREFORE BE IT RESOLVED that the OFL  
12                  work closely with the First Nations  
13                  people and Native organizations in  
14                  calling upon the provincial government  
15                  and through the CLC the Federal  
16                  Government to immediately entrench the  
17                  aboriginal inherent right to  
18                  selfgovernment in the Canadian  
19                  Constitution; and

20                  BE IT FURTHER RESOLVED that the OFL  
21                  strengthen the links with aboriginal  
22                  peoples by promoting worker solidarity  
23                  and understanding through educational  
24                  programs delivered by member unions in  
25                  cooperation with Native organizations."

1                   Related to the issue of land  
2       ownership is, what role to the members of the First  
3       Nations wish to play in the forestry sector? This  
4       should be developed through discussions with all  
5       concerned parties. Building on the labour movement  
6       support for employment equity, the collective agreement  
7       negotiated by the United Steelworkers of America at  
8       Dona Lake in 1991 may have useful lessons for some  
9       parts of the forestry sector.

10                  Once the issue of land ownership is  
11       settled a diversified approach to forest use should be  
12       encouraged. A diversification developed after real  
13       involvement of all concerned parties in the  
14       decision-making process. For example, the concept of  
15       community forests may work some places under certain  
16       conditions, other times and places it may fail. The  
17       recent pilot projects announced by the Ministry of  
18       Natural Resources may prove to be a useful experiment.  
19       So much will depend on how the various parties feel  
20       such a development would impact on their concerns.

21                  We believe that the labour movement  
22       can play a very useful role in dealing with many of the  
23       wider implications of the issues dealt with in this  
24       hearing. To quote from recent speech (March 21, 1992)  
25       by Gro Harlem Brundtland to the International

1 Confederation of Free Trade Unions (ICFTU) in Caracas,  
2 Venezuela;

3 "Responsible trade unions have a vital  
4 role to play, their members being the one  
5 who know production processes best.

6 Trade unions can work with industrial  
7 managers and governments to find new  
8 solutions. Management and trade unions  
9 should together place greater emphasis on  
10 training schemes and confidence building  
11 regarding safety of workplaces, process  
12 management and the links between safe  
13 workplaces and the external environment  
14 effects. Sustainable jobs are jobs that  
15 are economically and physically secure  
16 and that are linked to activities that do  
17 not inflict harm on the environment."

18 The Ontario Federation of Labour  
19 understands the importance of the forestry sector to  
20 all the people of Ontario. Throughout our history at  
21 our conventions and conferences we have discussed many  
22 of the issues dealt with in this hearing. Since these  
23 issues affect our members, what we seek is that workers  
24 through their unions play a full role in the  
25 decision-making process.



1                   The recommendations of our  
2 presentation outline labour's vision of what needs to  
3 be done in the forestry sector by our economy and  
4 society, all of which is respectfully submitted.

5                   And attached to that is part of our  
6 1988 policy document, Our Forests and Our Environment,  
7 which is also in our witness statement, and a copy of  
8 the recommendations of the Canadian Paperworkers, which  
9 they will be discussing in much greater detail tomorrow  
10 in their presentation.

11                  MADAM CHAIR: All right, thank you.

12                  Are there any questions for these  
13 witnesses? Ms. Blastorah.

14                  MS. BLASTORAH: Just two short questions.

15                  CROSS-EXAMINATION BY MS. BLASTORAH:

16                  Q. Mr. MacDonald, I'll speak to you  
17 since you read the presentation, but please feel free  
18 to answer, Mr. Signoretti, if you feel it's  
19 appropriate.

20                  One short question. You mentioned on  
21 page 15 of your presentation the pilot project in  
22 relation to the community forestry announcement.

23                  MR. MacDONALD: A. Mm-hmm.

24                  Q. Do I take it from your comments there  
25 that community forests may work in some places and not

1 in others, that you think it's appropriate to approach  
2 this initially on such a pilot project basis to allow  
3 those who may be affected by the results of the  
4 community forestry project to get some sense of how  
5 it's going to work?

6 A. Yes. I think it's useful to have  
7 these kind of pilot projects and it's also useful to  
8 make sure that all the concerned groups are involved  
9 with it from the very beginning.

10 What that paragraph was based on is the  
11 concern that was raised by the IWA about the project in  
12 the Geraldton area. While they were generally  
13 supportive of the idea, they were saying: Could this  
14 be a situation where you have people cutting wood in  
15 the bush now that are paid a certain level and it is  
16 said, I believe the Kimberly Clarke mill in Marathon,  
17 or the pulp and paper mill in Marathon, that's the  
18 place where it is sold.

19 Now, their concern would be that if the  
20 Town of Geraldton got involved in cutting wood, that  
21 would still be the one market in that area. So would  
22 it be a situation where they might be paying people  
23 minimum wage to cut trees for the Town of Geraldton  
24 that would be competing with the contractors or  
25 companies that were supplying wood from the same area

1 to the same source.

2 So that may or may not be an issue  
3 everywhere, but if everyone is involved from the very  
4 beginning, then I think issues like that can be  
5 addressed and dealt with at the beginning rather than  
6 halfway through the process.

7 Q. And those kinds of issues are the  
8 sorts of things that will be identified through the  
9 pilot project basis and can be resolved--

10 A. Yeah.

11 Q. --in that process?

12 A. If all the concerned groups are  
13 involved in the planning of the pilot project, involved  
14 all the way through and then are there to deal with all  
15 the issues that come up.

16 Q. I see, okay. And my second question  
17 relates to your comments on page 9 of your written  
18 material that you read here today, and that relates to  
19 involvement of the unions on the local citizens  
20 committee.

21 Do I take it from your comments that you  
22 think union involvement on that committee would be a  
23 useful thing?

24 A. Yes, we do. And looking at it, we  
25 think it is an oversight, because when you look at all



1 the people that are there, we think that the labour  
2 movement is a constituency that should be involved in  
3 that, and that's something that the local labour  
4 movement could work out.

5 And certainly if the OFL was involved in  
6 that we would work with all the unions involved and say  
7 that at this local citizens committee who is the  
8 appropriate person from labour.

9 And as the IWA mentioned yesterday, that  
10 also allows that person to report back to the wider  
11 labour movement and also at those committee hearings  
12 the rest of the committee would know that they were  
13 hearing about the concerns of the labour movement and  
14 not just this individual.

15 So I think without doing that, without  
16 having the labour movement listed there, you're also  
17 sending a message that your concerns or your views,  
18 find some way of getting them in, but we're not that  
19 concerned about it, and I think that can cause  
20 political problems for the whole process.

21 Q. I see.

22 MR. SIGNORETTI: A. If I can just expand  
23 on that.

24 Q. Sure.

25 A. If I can just expand on that for a

1 moment, if I might. What Duncan is saying is  
2 absolutely correct. One of the things that we -- the  
3 difficulties that we had, let me just allude to what's  
4 happened with the CITCs over a number of years, which  
5 is the Community Industrial Training Committee we had.

6 The committee would be formed and then  
7 they would go out and because they would know somebody  
8 who belonged to a union they would say: Well, Joe  
9 Smith or Mary Lou is over in that other place over  
10 there belongs to a union so we'll have her in there and  
11 we'll have our union representation, and created two  
12 problems.

13 One is, it wasn't fair to those people  
14 involved and, secondly, as Duncan simply stated, was  
15 that really there was no process for them to report to.  
16 So what we've been trying to do and what we want to and  
17 want to put emphasis on this over the past little  
18 while, what we've been saying is that really there has  
19 to be an accountability process whether you go through  
20 the Fed -- normally in this case here, through the Fed  
21 or through the affiliate and that really gives you  
22 union representation, not somebody who is just picked  
23 out of a plant because they happen to be a union  
24 member. That's very critical to us, very crucial.

25 Q. But once that -- or assuming that

1 involvement is in place, then you do feel this would be  
2 a useful committee and something that would be helpful  
3 to the union in expressing their interests and being  
4 involved?

5 A. Yeah, sure, No problem.

6 MR. MacDONALD: A. Yeah. We think the  
7 place to start is to have union involvement there.  
8 Now, I think that gives it a greater chance of success.

9 Now, you know, I'm not going to pass  
10 judgment on the draft terms and conditions and say this  
11 is a wonderful document or it's an inadequate document.  
12 I think without having the labour involvement there  
13 it's an incomplete document, and I think that's as far  
14 as we will go.

15 I mean, obviously there's been an awful  
16 lot of work put into this, so we're not going to pass  
17 judgment on it, but without the direct labour  
18 involvement I think it's an incomplete document that  
19 has the potential of causing political problems now and  
20 in the future.

21 MS. BLASTORAH: Could I just have one  
22 moment? Thank you.

23 Q. I believe my instructions are at this  
24 point Mr. MacDonald and Mr. Signoretti, that it  
25 certainly was not an intent to exclude union in any



1 way -- organized labour from this local citizens  
2 committee and it was perhaps an oversight that the  
3 wording was not expressed.

4 The list was never intended to be  
5 exhaustive, as I pointed out yesterday, and there was  
6 reference there to other interest groups and so on. I  
7 understand your concern as expressed by the IWA  
8 yesterday and today that there be formal recognition of  
9 the union involvement.

10 MR. MacDONALD: A. And I suspect the CPU  
11 tomorrow.

12 MR. SIGNORETTI: A. But just a moment  
13 though, and I just want to add this, if I might, and I  
14 appreciate that, believe me, we appreciate that.

15 But the problem is, if you go back into  
16 our document, I mean, we had -- the CPU had a difficult  
17 time getting intervenor funding. I mean, there was no  
18 remember why at that time they couldn't have said:  
19 Yes, you know -- I mean, that was really the  
20 recognition of the union, to say that the CPU, you have  
21 a commitment, there's a process here, you're doing it  
22 and, yes, we respect that.

23 Now, just putting it in there is one  
24 thing and I think that's important, but also the fact  
25 that we had to go through hoops to get this intervenor

1 funding - not we personally, but the CPU did - which  
2 really makes it difficult.

3 So I just wanted to point that out. It's  
4 not just a question of putting it in there. I think  
5 there has to be something meaningful in the process  
6 with it.

7 MS. BLASTORAH: I don't know, Madam  
8 Chair, whether you want to respond to that. I would  
9 just point out that the Ministry of Natural Resources,  
10 although the Ministry of Natural Resources made the  
11 money available for intervenor funding, they were not  
12 the body that was in charge of handing out that money,  
13 that was done through a separate process through the  
14 Environmental Assessment Board.

15 MR. SIGNORETTI: That's fair, I  
16 understand.

17 MR. MacDONALD: One other point that I  
18 guess I should make is that there has been a bit of a  
19 history of the same problem was run into with the  
20 situation in Temagami where there was genuine community  
21 concern and when the stewardship council I believe was  
22 set up there was nobody from the labour movement  
23 involved, so we had to write to Lynn McLeod, the  
24 Minister of Natural Resources and say, you know, there  
25 should be labour representation on that.

1                   And I can be corrected, but I don't  
2 believe there is anybody from labour on that  
3 stewardship council at the moment.

4                   MS. BLASTORAH: I am sorry, I don't know  
5 how that council was set up.

6                   MR. MacDONALD: I don't know, but as you  
7 see, there's a bit of a history there. So I think  
8 that's the concern that the labour movement is bringing  
9 up with this.

10                  Q. So in terms of the local citizens  
11 committee that you address here, in any event, your  
12 concern is that there be expressed recognition of the  
13 need for representation from organized labour on that  
14 committee.

15                  And I can tell both you gentlemen and the  
16 Board this morning that the Ministry of Natural  
17 Resources is willing to expressly state that in the  
18 terms and conditions, organized labour be included.

19                  MR. MacDONALD: A. I don't want to be in  
20 a situation of trying to up the ante anywhere, but I  
21 think it's -- you know, anywhere where we're talking  
22 about decision-making, I believe that the labour  
23 movement has a legitimate role to play and that the  
24 local citizens committee was the most obvious place  
25 where a number of groups listed and labour wasn't.



1 But I think throughout the draft terms  
2 and conditions there are provisions where people will  
3 come together to examine various aspects of it, and I  
4 think really in any of those places there is a  
5 legitimate voice from the labour movement that can be  
6 heard that can make a positive contribution.

7 So I think we'll leave it with that  
8 rather than go through page 28 and then page 34.

9 MS. BLASTORAH: Thank you. Those are my  
10 questions, Madam Chair.

11 MR. MARTEL: The local citizens citizens  
12 committee, of course, is an advisory role early in the  
13 game, it's only in company management units and Crown  
14 management units that management on the planning team,  
15 the planning team will only have one representative  
16 from the local citizens committee on the actual  
17 planning team, per se. I'm not sure if you're aware of  
18 that.

19 MR. MacDONALD: Mm-hmm.

20 MR. MARTEL: I just wanted to bring that  
21 up. The other thing is recognition. I think that  
22 there was somebody -- we heard in North Bay recently  
23 that I think there was a representative of labour on  
24 the latest group appointed.

25 MS. BLASTORAH: There are two different

1 groups in Temagami I think you may be thinking of, Mr.  
2 Martel. There is the Temagami -- what used to be the  
3 Temagami Advisory Committee and is now the  
4 comprehensive planning council.

5 MADAM CHAIR: Planning council.

6 MS. BLASTORAH: And there is I believe a  
7 representative of organized labour on that council,  
8 although I'm not terribly familiar with its membership.

9 I think Mr. MacDonald was referring to  
10 the Wendobin Stewarship Council which is a separate  
11 group dealing with Native issues in relation to I  
12 believe four townships. I believe that is a council  
13 set up directly by the Minister, although I may be  
14 mistaken in that - that's correct I'm informed - and  
15 I'm frankly not sure of the membership on that, I'm  
16 afraid I can't give the Board more information on that.

17 But that is to deal with the issue of  
18 resource management I think and other Native issues  
19 related to four specific townships at this point in the  
20 Temagami area.

21 MADAM CHAIR: Are there any other  
22 questions for these witnesses?

23 (no response)

24 All right, thank you very much.

25 MR. MARTEL: I had just one. The thing

1 that worries me - we discussed it yesterday - we heard  
2 the IWA talk about and it's that reference to - and I  
3 wasn't swift enough, quite frankly, yesterday to raise  
4 more on the stumpage issue - and I think we were told  
5 yesterday, and I'm not sure it's right, that in Ontario  
6 we have a different process for the -- let me just look  
7 at my notes from yesterday.

8 I should have asked yesterday more on how  
9 that works. I suspect that -- I'm not sure you're in a  
10 position to respond to just how far they carry that in  
11 BC, this whole idea of higher stumpage rates that can  
12 be charged on timber that undergoes one process.

13 MR. MacDONALD: We can't speak about the  
14 situation in British Columbia, but the reason that we  
15 put it in our brief and say that it should seriously be  
16 studied is I think more the approach, like, we take the  
17 view that in northern Ontario the forest is probably  
18 where most of the jobs are going to come from.

19 The possibility of an auto plant moving  
20 to Dryden, while it may happen, it probably won't. So  
21 Dryden should be saying: Okay, what can we do with the  
22 forest and getting value added and developing a  
23 diversity from the forest.

24 And I think the approach that the IWA was  
25 mentioning is, if we view the forest that way, like,

1        what kinds of things could be done to diversity  
2        industry in northern Ontario.

3                    Now, you know, whether this is actually  
4        done anywhere we don't know, but that's the approach  
5        we're taking, that you look at the forest as the  
6        resource and say: Could this be done in northern  
7        Ontario in 1992.

8                    And on the surface it looks like  
9        something that should be looked into, but beyond that I  
10       don't think we are in a position to say this is the  
11       model to use in northern Ontario or in Ontario.

12                   MR. MARTEL: We heard last week figures  
13       that the number of accidents in forestry is diminishing  
14       significantly. Is that your experience?

15                   MR. SIGNORETTI: I don't know, Mr.  
16       Martel. All I -- it's really -- I guess you really  
17       have to talk to the unions that are involved. We don't  
18       have those at the office specifically other than the  
19       figures that are given to us, how much injuries there  
20       are, you know, and the totals, how many people were  
21       killed.

22                   But I guess we could get them, but we  
23       don't have them right off the top.

24                   MR. MARTEL: Maybe the CPU will have them  
25       when they come.



1 MR. SIGNORETTI: Yeah, probably, CPU.

2 MADAM CHAIR: Thank you very much,  
3 gentlemen, for coming here this morning and giving us  
4 your evidence.

5 MR. SIGNORETTI: Thank you.

6 ---Panel withdraws.

7 MADAM CHAIR: And we will be back at 1:30  
8 to hear from the Ontario Public -- OPSEU.

9 ---Recess at 9:40 a.m.

10 ---On resuming at 1:40 p.m.

11 MADAM CHAIR: Good afternoon, ladies and  
12 gentlemen.

13 MR. McALPINE: Good afternoon.

14 MS. COOMBS Hi.

15 MADAM CHAIR: Please sit down.

16 Why don't we wait until everyone gets  
17 here. Why don't we take a 10-minute break and then  
18 we'll come back, okay.

19 MS. COOMBS: Sure.

20 MADAM CHAIR: Could we have your names  
21 for the court reporter.

22 MS. TOWER: Lucie Tower.

23 MR. McALPINE: Don McAlpine.

24 MR. MALONEY: Brian Maloney.

25 MS. COOMBS: Barb Coombs.

1                   MADAM CHAIR: Thank you very much. Sorry  
2 for the delay. We'll be back in about 10 minutes.

3 ---Recess at 1:45 p.m.

4 ---On resuming at 2:00 p.m.

5                   MADAM CHAIR: Please be seated.

6                   Good afternoon again. And, Ms. Beall,  
7 nice to see you.

8                   Thank you for coming down to the hearing  
9 today. I know that at least four of you have travelled  
10 some distance to get here and we certainly appreciate  
11 that.

12                   I understand that there's been a little  
13 bit of confusion because we didn't receive your written  
14 evidence until the lunch break and we haven't had a  
15 chance to go through it ourselves and read it  
16 carefully.

17                   It's the practice of this Board that we  
18 like to read everything and ask questions ourselves.  
19 We don't rely just on other parties and lawyers to ask  
20 questions, we like to examine witnesses ourselves.

21                   And I understand in the last few minutes  
22 there has been some discussion about how we can be  
23 given an opportunity to put our own questions to you as  
24 well as to allow all the other parties and the  
25 proponent to question what you've been saying.

1                   And so perhaps I'll call on Ms. Beall and  
2                   Ms. Blastorah to report on the results of your  
3                   conversation.

4                   MS. BLASTORAH: Madam Chair, I don't want  
5                   to pre-empt Ms. Beall. I don't think we've come to any  
6                   firm resolution. Obviously we're content to comply  
7                   with whatever the wishes of the Board are in terms of  
8                   how to deal with this.

9                   Our concern, as expressed to Mr. Beram  
10                  and Mr. Pascoe, is that we haven't had an opportunity  
11                  to review the material nor to prepare to cross-examine  
12                  on it.

13                  Actually I had not yet seen the list of  
14                  the witnesses' names, I haven't had a chance to do that  
15                  since they arrived, but I understand that there are  
16                  approximately 14 separate individuals who are quoted or  
17                  whose statements are included in the written material.

18                  We have five individuals here today. I  
19                  believe three of those are among the people quoted in  
20                  the statement, and it's my understanding that two other  
21                  individuals actually prepared the written material, a  
22                  Mr. Larry Saunders, I'm advised by Ms. Beall, was  
23                  contracted out the job of preparing this, was  
24                  contracted out by the union and these two individuals  
25                  prepared it and they aren't here today either.

1                   The problem that we're confronted with is  
2                   we simply aren't in a position to cross-examine on the  
3                   material today. We've discussed two solutions with Mr.  
4                   Beram, one as I understand - and I wasn't previously  
5                   aware of this - is that the Board does have some  
6                   availability next week that I wasn't aware of and Mr.  
7                   Beram had offered up the possibility of returning next  
8                   week for oral cross-examination.

9                   As I stated to Ms. Beall, obviously that  
10                  is preferable from the Ministry's standpoint. It is  
11                  the normal practice and we prefer to do oral  
12                  cross-examination where possible to assist the Board in  
13                  interjecting questions and so on. I understand she may  
14                  have some problem with witness availability depending  
15                  on when that is scheduled.

16                 The other concern from our standpoint is,  
17                 as I'm sure the Board is aware, we're at a very busy  
18                 juncture in the hearing and it would be the Ministry's  
19                 preference to deal with this and get it over with so  
20                 that we can get on with the next phase of the hearing  
21                 which is the reply evidence.

22                 We are willing to deal with this by  
23                 written interrogatory, if that is the Board's wish,  
24                 although there are drawbacks to that from our  
25                 standpoint.



1 I will let Ms. Beall address the witness  
2 availability just with the caveat from our standpoint  
3 that she was not proposing to present all of the  
4 witnesses, or all of the individuals included in the  
5 witness statement here today in any event.

6 Those are my submissions.

7 MADAM CHAIR: Thank you, Ms. Blastorah.  
8 Ms. Beall.

9 MS. BEALL: Thank you. First of all, I  
10 would like to, I guess, apologize on behalf of OPSEU.  
11 We had no intention at the outset of putting the Board  
12 and the parties into this situation today. Essentially  
13 we had the choice of either not participating at all or  
14 coming up with a brief at the very last minute. The  
15 only way that we would do it is to contract it out.

16 We are an organization that's working  
17 with limited resources and trying to accomplish a lot  
18 of major projects with our limited resources and we  
19 have not applied for nor received any kind of funding  
20 to be able to participate in this process. So  
21 unfortunately we came in at the very last minute with  
22 our brief and our brief is - if you've had any time to  
23 leaf through it at all - you can see that it is  
24 essentially based on an anecdotal information provided  
25 by a number of our members working out in the field.

1                   We were not able today, nor do I think we  
2       would be able next week, to get all of our members to  
3       come before you. We have members today who are quoted  
4       in the brief, who've come down to Toronto willing to  
5       answer any questions and provide further comment in  
6       areas where they have expertise, and we were hoping  
7       that for any questions that you had that we weren't  
8       able to handle today that we could get back to you with  
9       whatever information.

10                  Now, some of our members here today are  
11       willing to come back next week, I'm not sure if the  
12       other members who weren't able to come today whether  
13       they would be available and ready to come down next  
14       week.

15                  At any rate what I'm willing to propose  
16       is that I can give you a quick overview of what our  
17       recommendations are today. If you have questions about  
18       those, we can try to answer them to the best of our  
19       ability today, and for any further questions that you  
20       might have, we could try to come back next week or  
21       answer interrogatories. We could do one or the other,  
22       or a combination of both.

23                  You may have a more full response with  
24       written questions because if we're not able to bring  
25       down all of our members who participated in the brief

1       they may be able to answer something in writing.

2               I should also add that you may have  
3       noticed from the brief that a number of our members  
4       have requested anonymity in the brief. One of our  
5       points in the brief is the need for whistle-blowing  
6       legislation. They felt that if they came forward with  
7       the information that would be jeopardizing their  
8       position and those members obviously would not be  
9       willing to come down at any point, until there's  
10      whistle-blowing legislation, I guess. So for those  
11      members, written question would probably be most  
12      appropriate.

13              MADAM CHAIR: Thank you, Ms. Beall.

14              OPSEU doesn't have to apologize for this  
15      last minute confusion. This hearing has drawn down the  
16      resources of everybody who has been involved in it and  
17      it's been a very difficult process for those of us who  
18      have had to spend four years doing it.

19              Ideally we would have liked to have  
20      received your written information in March and been  
21      able to digest it and really treat it with the serious  
22      attention we like to give all the evidence that we have  
23      in front of us, and I think that's the message we want  
24      you to take away with you, that in fact --

25              MS. BEALL: That would have been our

1 preference as well, believe me. It would have.

2 MADAM CHAIR: As it is, Mr. Martel and I  
3 are not going to be able to question the witnesses this  
4 afternoon.

5 Are the witnesses in a position to be  
6 able to give to the Board very briefly the key points  
7 of their written evidence? Would you feel comfortable  
8 going through what you have said in this document?

9 And the reason we ask for that is because  
10 we have a court reporter who takes down everything  
11 we're saying and if we were to hear from each of you,  
12 if you're comfortable doing that, what the main  
13 messages are you would like to get before the Board,  
14 then we can listen as you give us that overview and  
15 then we will be in a position perhaps to ask a few  
16 questions and then, Ms. Beall, could give us an  
17 overview after hearing each of the witnesses what major  
18 recommendations are.

19 And I don't think we can make any  
20 decisions now about you coming back in person next week  
21 or whether we want to do it in writing, I think we have  
22 to wait until the end of the day to see where we are.

23 That would be our preference, if we could  
24 hear from each of the witnesses about the major points  
25 you've tried to make in the written evidence, and you



1 can speak slowly and take as long as you want, or do it  
2 as briefly as you wish, and then we would hear from  
3 you, Ms. Beall, with respect to the 14 recommendations,  
4 you could address those very briefly, and then we can  
5 see where we are by the end of the day and perhaps make  
6 some plans about how we'll follow up on this.

7 So would anyone like to begin?

8 MS. COOMBS: I'd just like to  
9 introduce --

10 MADAM CHAIR: Sorry. There's one other  
11 procedure we have at the hearing where we affirm the  
12 evidence of all the witnesses or we swear you in.

13 Do you have any preference about whether  
14 you wish to be sworn in or affirmed? It's a procedure  
15 we go through with everybody. You could sit there and  
16 be affirmed if you want.

17 LUCIE TOWER,  
18 DON McALPINE,  
19 BRIAN MALONEY,  
BARB COOMBS,  
MOYA BEALL; Affirmed.

20 MADAM CHAIR: Thank you, ladies and  
21 gentlemen.

22 Okay, please go ahead.

23 MS. COOMBS: Yes. I'm Barb Coombs,  
24 vice-chair of the Ministry of Natural Resources  
25 Employee Relations Committee and I'd like to introduce

1 three of our members, employees of MNR.

2 On my extreme right here Brian Maloney, a  
3 forest tech from Blind River, beside him Don McAlpine,  
4 a forester from Nipigon, and beside Don, Lucie Tower a  
5 forestry tech from the Thunder Bay Forest Station.

6 Our union, OPSEU, represents 110,000  
7 provincial employees from all ministries, community  
8 colleges and government agencies. Our members in MNR  
9 represent a vast section of the workforce from  
10 foresters to technicians to clerical staff to manual  
11 workers. One thing we all have in common is our  
12 sincere commitment to protect our resources, not only  
13 for ourselves but for our great grandchildren.

14 Thank you.

15 MADAM CHAIR: Thank you, Ms. Coombs. And  
16 you said you were the vice-president of...?

17 MS. COOMBS: The vice-chair of the MNR  
18 Employee Relations Committee, the provincial committee.

19 MADAM CHAIR: Vice-chair of MNR Employee  
20 Relations Committee with OPSEU.

21 MS. COOMBS: Yes. I work for the  
22 Ministry though.

23 MADAM CHAIR: All right. In Toronto?

24 MS. COOMBS: I'm based out of Thunder Bay  
25 but I'm other currently here on -- I'm working in

1 Toronto right now.

2 MADAM CHAIR: All right. Thunder Bay is  
3 our second home at this hearing. We were up there for  
4 two years.

5 MS. COOMBS: Yes, I remember when you  
6 were up there.

7 MADAM CHAIR: Yes. Some of you look  
8 familiar to me from that. All right.

9 And, Mr. Maloney, could you repeat your  
10 position and your location, please?

11 MR. MALONEY: Yeah. I'm a timber  
12 technician in Blind River.

13 MADAM CHAIR: Thank you. And, Mr.  
14 McAlpine, you're a forester?

15 MR. McALPINE: Unit forester in Nipigon.

16 MADAM CHAIR: Yes, thank you. And, Ms.  
17 Tower, you're a forestry technician from Thunder Bay?

18 MS. TOWER: From Thunder Bay Forest  
19 Nursery, yes.

20 MADAM CHAIR: Right, thank you.

21 All right. Who would like to begin?

22 MR. McALPINE: I'll start off.

23 MADAM CHAIR: Thank you, Mr. McAlpine.

24 MR. McALPINE: I guess the reason I am  
25 here because I have some concerns with the

1 organizational structure that's been taken -- that I  
2 see coming out of the Class EA process and the  
3 workloads that I am currently faced with under this  
4 process and I am concerned that the Board recognizes  
5 while there may be more, what I call, dogma and  
6 rhetoric come out of more audits than happened in  
7 recent years, there hasn't been a lot of positive  
8 action that I've seen take place, that actually gets  
9 the work done in the forest and that meets the  
10 principles of this hearing or this assessment  
11 supposedly going to ensure comes into place. And I  
12 guess that's one reason why the statements that you see  
13 in this document are made by me.

14 I don't pretend to represent all of the  
15 views of the union and there's probably some -- many in  
16 here that I disagree with, but as a professional  
17 forester I share a lot of their concerns about the  
18 standards that are in place right now and the workloads  
19 that are coming into being and what is actually going  
20 to happen in the forest.

21 That's the bottom line, I guess, from my  
22 viewpoint is that I don't see this process helping  
23 realistically when there's not some method of  
24 accountability and recognition of the workloads that  
25 are coming on with it.



1                   And I see throughout here statements  
2           that -- those are my major concerns about the realism  
3           of the processes that we're setting in place and the  
4           expectations that we have of our staff, and I have real  
5           concerns that there's a lack of accountability in this  
6           process, that there's a tendency for the process to be  
7           set up that will set in place legislation that makes it  
8           appear like the job is being done but if you refer to  
9           audits that were done in the past Baskerville and  
10          Armson had both said that foresters should be back out  
11          in the field.

12                   I went through a planning process where  
13          less than five per cent of my time was spent in the  
14          bush and I was dealing a lot with public input and  
15          processes that I felt did not really end up with me  
16          making proper prescriptions.

17                   MADAM CHAIR: Excuse me. Did you say you  
18          think you spend five per cent of your working time in  
19          the forest?

20                   MR. McALPINE: That was during the  
21          planning process and since -- I spent a year and a half  
22          following this planning process for a Crown unit and I  
23          assisted a little bit on an FMA in the planning  
24          process, but during that year and a half there was --  
25          less than five per cent of my time was spent in the

1 field and that was a critical time when I felt that I  
2 should be out there making prescriptions, there should  
3 have been some process in place where the prescriptions  
4 for the stands should have been made prior to the plan  
5 being implemented.

6 I'm fed up with the process where I'm  
7 spending a lot of my time doing amendments because  
8 we're saying we're doing proper planning but field work  
9 realistically can't be done because the priority is  
10 there to ensure that the public process is met, and I  
11 guess that results in a workload that I find difficult  
12 to rationalize when my job, as I see it, should be out  
13 there to make prescriptions that are going to invest  
14 impact -- or reduce impacts or make prescriptions that  
15 are best for the site you're trying to manage.

16 I know throughout this document there's  
17 references to the processes that are now in place where  
18 MNR staff are basically auditing and not collecting  
19 data, and that concerns me. Having worked for a  
20 contractor four and a half years, I know the quality of  
21 data that we do collect, I feel more comfortable  
22 knowing the individual is going to be there to -- that  
23 I have a feeling for what kind of work they're doing  
24 and I audit them based on my comfort level with them.

25 I become concerned when I see processes

1 that suggest that there is systems for making people  
2 accountable that are administered by contractors and  
3 that bothers me. When I as a forester lose that sort  
4 of a direct contact through my personnel, not only  
5 through my personal contact with the forest, but I'm  
6 starting more -- in my unit I try to avoid contracting  
7 out because I feel I have to have that comfort level  
8 there for -- to get the feeling from the people that  
9 are actually out there relaying information back to me.

10 I've found -- I've been involved in  
11 contracting or contract data collections and the  
12 problems that you run into are a lack of continuity and  
13 that's -- we can get into the arguments about cost  
14 efficiency and all that other stuff.

15 I think the point I'm trying to make is  
16 that there's a lack of accountability through the  
17 process that we're trying to set up, everybody's  
18 looking at the bottom line costs and not looking at  
19 what sort of relationship there should be in the  
20 forests or with the forest to ensure the long-term best  
21 interests are met.

22 I guess that's basically -- I see  
23 different statements sort of there that I have made.  
24 That's my general concern through that.

25 - MR. MARTEL: Can I pick up some of the

1 pieces then, because you've covered quite a range.

2 What's resulted or what caused you to  
3 only have five per cent of the planning time in the  
4 field which prevented you from, as you say, maybe  
5 applying the right prescription? What's taking up the  
6 other 95 per cent of the time?

7 MR. McALPINE: I have kind of a unique  
8 situation where I'm in charge of two units and I'm in  
9 charge of a Crown unit for which I'm directly  
10 responsible for planning on it.

11 I'm also involved in a forest management  
12 agreement and that is administered by a district Crown  
13 representative out of Thunder Bay. So I simply report  
14 to him on auditing or what we do, but at the same time  
15 I'm expected to provide input in the planning process.

16 And unfortunately both units, the  
17 planning deadline was the same year, so the planning  
18 process for both units started the same time. It ended  
19 up in the end that I found out I had too much work on  
20 the Crown to deal with even the Black Sturgeon Forest.

21 But the reason you spend less than five  
22 per cent of the time in the bush is you're required to  
23 go through a lengthy detailed area of concern  
24 documentation process, you're required to go through a  
25 public input process that requires a lot of work, for



1 instance, the mailing -- the mail-outs trying to  
2 contact people directly - and I don't disagree that  
3 that's not a valuable part of it - but I think the  
4 process has become too weighty and there's not enough  
5 recognition given that at least my function should be  
6 out there making prescriptions on the site.

7           So it's partly a staffing problem that  
8 may be resolved through reorganization. After  
9 reorganization I hope that I can direct all my efforts  
10 on to the Crown because there is another forester  
11 position being created. However, at the same time  
12 there's currently four foresters in the district and  
13 during planning time it's not just me that was involved  
14 in it, there was contract foresters involved in  
15 planning and those individuals are not out in the field  
16 either.

17           So we end up relying on the expertise of  
18 our technicians, some which are -- have been in the  
19 district for some time and you can trust them to an  
20 extent but, at the same time, you have a lot of casual,  
21 short-term staff that you have to be monitoring, and  
22 the five per cent out in the bush is me running out to  
23 make sure that the cruise is going right or whatever  
24 and a lot of that time is actually spent in the area  
25 trying to determine where my prescriptions are going to

1 go and it continues.

2 I mean, it just builds because after I've  
3 completed the plan I'm told it was a well written plan  
4 and I thought it was a well written plan, the  
5 prescriptions are the best that I could make based on  
6 aerial photography and everything else, but I have  
7 operators that are coming in and telling me that the  
8 areas are not operable or there are requests constantly  
9 for changes to the plans because we haven't gotten out,  
10 I haven't gotten out to see what prescriptions should  
11 be on the site.

12 And also, I just don't feel comfortable  
13 with the current process not recognizing that there  
14 should be some sort of a prescription in place before  
15 the harvest is made, you're making mental prescriptions  
16 trying to apply it generally over data that we haven't  
17 got a lot of strong correlation on. We have the FEC,  
18 we try implementing that, that system, and in the  
19 country where I come from you might be able to apply it  
20 in some places without a lot of problems, but I have  
21 lot of variable terrain on my unit and it's a very  
22 difficult system to actually sit there and make  
23 prescriptions on a general broadcast system.

24 I have people that came in this week and  
25 told me that there was a moose salt lick cut, they were

1 hunting. And those sort of things could be avoided if  
2 the people are out there doing the ground work they're  
3 supposed to be doing.

4 And I guess that's the problem that I  
5 have, is it's great to set these processes in place,  
6 but they have got to be realistic, there's got to be  
7 some accountability, a system put in place that takes  
8 the workload off my back. And I would prefer a system  
9 where -- I'm a registered professional forester and 10  
10 years down the road if the prescriptions that I make  
11 with the knowledge that I have turn out to be wrong,  
12 then I'm made accountable for it. And that's the  
13 problem I see with the process that we have now, we're  
14 chasing around trying to satisfy general ideals and  
15 that may be all very well but the bottom line is, if  
16 the prescriptions on the site are not correct the goals  
17 are not met and so on.

18 I guess that's the problem I see with the  
19 process and that's why I'm here today, causing me some  
20 concern about the weighty legal type of format that we  
21 want to follow without recognition that there's other  
22 considerations there.

23 MADAM CHAIR: Mr. McAlpine, you're in the  
24 company of every forester who's given us evidence,  
25 whether they work for MNR or the industry, foresters

1 have said they're unhappy with being in the office.  
2 There seems to be some unanimity of opinion that  
3 foresters want to be in the forest and not burdened  
4 with the paperwork that they have.

5 And on the other side of the argument the  
6 Board has heard long testimony from many groups who  
7 say: Well, we don't -- MNR doesn't do enough  
8 documentation, it doesn't have a traceable paper trail  
9 or track, we want to see everything that's done  
10 recorded in some way so we can examine the decisions so  
11 that in fact MNR overall can be held accountable to the  
12 public.

13 How do you answer that kind of a  
14 complaint?

15 MR. MCALPINE: Well, I don't disagree  
16 that there should be prescriptions made, but a lot of  
17 my time -- a lot of my time in that process, in fact on  
18 the area of concern documentation was done by contract  
19 forester because I didn't have time to deal with this,  
20 I was in the process of writing up things, and that's  
21 the sort of thing where if I'm a forester -- there's  
22 different perceptions of what a forester is. My  
23 perception of what a forester is somebody that's  
24 concerned with not just the trees but also the whole  
25 forest, and that includes wildlife and all these other



1 considerations.

2 And I view my job as being out there  
3 identifying moose aquatics and prescriptions set for  
4 that now. I've seen too many examples where we  
5 advertise to the public: Come in and tell us where the  
6 moose licks are and we find out after it's been cut  
7 there was a moose lick there, that's simply because we  
8 haven't been out there looking at the sites.

9 I think there has to be a recognition  
10 that, yes, foresters have to come up with the  
11 prescription. My problem is that public perception --  
12 the process is so weighty towards meeting public input  
13 that I don't have time for the prescriptions. And I  
14 guess my argument is: Give me the freedom to get out  
15 there and make the prescriptions, give me the  
16 accountability for it.

17 And that's why I think -- that's where I  
18 have some difficulty with the Ontario Professional  
19 Foresters Association has not done in the last 10  
20 years, it's an argument that I've put to them for the  
21 last 10 years, and there's been very little movement on  
22 the part of politicians and foresters to say: Okay, we  
23 need somebody out there that's actually out making  
24 prescriptions and if he doesn't come up with the  
25 right -- if 10 years down the road the problem comes up

1       there's wood supply shortages and he said 10 years ago  
2       that there was no problem, then he should be punished  
3       for it.

4                       And I know that's going to require  
5       changes in the legislation and all that stuff. I don't  
6       see the work being done towards that end. I think  
7       that's where -- I mean, the process, the way I see it  
8       now, everybody says: I want all my concerns met and we  
9       deal in so much, or we spend so much time trying to  
10      ensure that those concerns are dealt with in a paper  
11      chase, the prescriptions that should be written down  
12      for that site are not made. It's a general sort of a  
13      prescription.

14                     So I would say that: Yeah, okay, we're  
15      making prescriptions based on the best knowledge, but  
16      it's not the best knowledge that we could have if we  
17      changed the process to get the work done out in the  
18      field that we need.

19                     I guess that's my messages.

20                     MR. MARTEL: Can I ask you to be more  
21      specific even than that, because some of the evidence  
22      we've heard, for example, in Europe a forester might be  
23      responsible for 10,000 hectares, here it could be a  
24      quarter of a million acres I guess and we've heard the  
25      concern, all of the foresters, some of them said they

1       only spend 30 per cent of their time out there, not  
2       enough.

3                   And this Board's going to write an  
4       order - heaven knows what's going to be in it yet - but  
5       my colleague and I have worried about that, about: Is  
6       it logical to expect that one forester with two forest  
7       management units, whether one's an FMA or a Crown  
8       management unit or a company management unit, can  
9       properly look after an area of a quarter of a million  
10      hectares and doing the job they want to do and need to  
11      do to make sure that the appropriate prescriptions in  
12      all cases are met or as precise and accurate as humanly  
13      possible to do, or is there some window dressing going  
14      on to try to meet those goals?

15                   I mean, what do we need in terms of  
16      foresters? I was amazed when you said that you were in  
17      charge of two units and then you indicated I guess  
18      you've got the assistance of three contract foresters I  
19      think.

20                   MR. McALPINE: Well, that's for the whole  
21      district. I should have clarified that.

22                   MR. MARTEL: Yes, for the whole district  
23      which involves how many units, two?

24                   MR. McALPINE: There's four for the area  
25      that I'm referring to.

1 MR. MARTEL: There were four of you?

2 MR. McALPINE: Four units.

3 MR. MARTEL: Four units.

4 MR. McALPINE: Four units.

5 MR. MARTEL: And roughly how big each

6 one?

7 MR. McALPINE: Well, the Crown unit is  
8 roughly 90,000 hectares, I forget the size. I believe  
9 the Black Sturgeon Forest, the block that I'm  
10 responsible for is about 144,000 hectares. I have  
11 to --

12 MR. MARTEL: No, those are ballpark.  
13 Don't worry about being accurate or right on. And how  
14 many of you to look after that full time?

15 MR. McALPINE: Okay. There's two  
16 foresters on my side, one contract forester at present,  
17 but there will be -- after reorganization there will be  
18 two foresters.

19 MR. MARTEL: For four units?

20 MR. McALPINE: Yeah, four units.

21 MR. MARTEL: Two foresters?

22 MR. McALPINE: Two foresters for two  
23 units.

24 MR. MARTEL: For two units.

25 MR. McALPINE: There are two units on the



1 other side but I don't know the size of them. They's  
2 both probably that size.

3 MR. MARTEL: Is it your opinion that you  
4 can look after a quarter of a million hectares or a  
5 hundred thousand hectares in the fashion you want with  
6 all of the paper trails that are being demanded and the  
7 paperwork?

8 MR. McALPINE: No. Quite frankly, I  
9 don't think it's -- especially from -- if we're talking  
10 about intensive forest management on some sections, I  
11 don't believe that can be achieved. I'm talking from  
12 my perspective in my district and that's a variable  
13 term again.

14 MR. MARTEL: How many do you think it  
15 would take? I mean, I don't have a wishing wand to say  
16 you have three foresters tomorrow, but...

17 MR. McALPINE: Well, I guess on my unit  
18 I've been there for a fair time on the Crown unit, if I  
19 was the only forester on it I would have a comfort  
20 level with it simply because there's some areas on it  
21 that I think should be simply withdrawn from forest  
22 management, but those are the sort of things that I  
23 haven't had time to sit down and actually rationalize  
24 out and document because of the paper chase.

25 So I would say I would be comfortable on

1 the Crown unit which is about 90,000 hectares, managing  
2 that, but simply because there's areas on there that I  
3 feel would be withdrawn from management practices if I  
4 could document that sort of scenario.

5 But that's on a -- that's not on an  
6 intensive management basis, that's on -- there's a lot  
7 of areas on my unit that I feel that I -- well, I'm  
8 restricted because of winter access on some parts of it  
9 to natural regeneration, so you walk away from it.  
10 There's not a lot of intensive management on it, that's  
11 why in that situation I don't feel uncomfortable saying  
12 I can manage 90,000 hectares.

13 So I think you'd have to look at it on a  
14 unit by unit level, but there -- in my opinion, most of  
15 the units are too large.

16 Well, you made reference to the number of  
17 foresters in the European situation. We constantly  
18 talk about competing on an intensive management basis  
19 and improving our growth and I'm getting sick and tired  
20 of having operators come in and tell me what's  
21 happening in my forest.

22 I know there's reference to the Lime  
23 Stone Lake plantations as being an intensive managed  
24 area and I always get frustrated when I hear people  
25 come in like George Marek and say that he's lost a

1 metre and a half of increment because of budworm  
2 infestation and that's simply because we haven't been  
3 out there looking at those plantations and trying to  
4 maintain them or their growth levels on them.

5 That to me is a significant impact. We  
6 don't measure that until we get back out to the free to  
7 grow stage and everybody says plantations are going to  
8 do solve the wood supply problems, but when you start  
9 doing stuff like that, then I have concerns of we're  
10 doing the job that we say we can do.

11 I'm not going to sit here as a forester  
12 and say that I can provide a mill with a certain amount  
13 of wood until I have the comfort level that I can  
14 manage those areas to the point where they're  
15 harvestable.

16 And I guess that's the concern that I  
17 have, that everybody's doing a lot of modeling. I  
18 mean, the planning process is great, I'm glad it's been  
19 in place, it needs refinement. At least one of the  
20 statements I've made in here is that when I first came  
21 to work for the Ministry there was nothing here; it's  
22 gone the other way, that foresters become so involved  
23 in planning that there's no longer -- that there's any  
24 prescriptions, but that's a fault of the system, part  
25 of that is because the areas are too large. If the

1 forester is going to make a prescription, he's got to  
2 be out there monitoring on the site.

3 The problem is relating. I have examples  
4 on my own unit where I'm quite ashamed of what's  
5 happened there and that's simply because we can fault  
6 foresters for criticizing the forestry projects  
7 profession, but I think there is some real basis for it  
8 when I am aware that jack pine -- and I'm told 10 years  
9 ago that jack pine planted stock, bare root, there's  
10 going to be problems with it, I was told by my forest  
11 management supervisor at that time and I continued  
12 planting bareroot jack pine. I go into those  
13 plantations now and the snow has laid them down. I  
14 can't predict or taking local wisdom like that.

15 I mean, suddenly I go to an Ontario  
16 advanced forestry program last week and listen to a  
17 professor at the university tell me the same problem  
18 was developing with paper pot jack, and these are  
19 things that were identified by foresters that were in  
20 the field 10 years ago.

21 But that's my concern is, that there's  
22 too much movement. And I think we hear a lot of  
23 foresters say this, that there's too much movement,  
24 there's not enough -- there's not enough staff to help  
25 us make the prescriptions that we need to make and



1 there's too much movement within units to allow for  
2 proper management, continuity in those situations.

3 You know, it's great to manage things  
4 based on theory but until you can actually practice and  
5 relate back what you did to it, there's not really that  
6 development of the knowledge that's there's impacts  
7 that we have. I mean, over the last 10 years there's a  
8 lot of things that I have learned and there's lot of  
9 concerns that I've had develop that I think that if I  
10 had moved away I would have never found those problems.

11 MR. MARTEL: How do we keep a forester  
12 then in an area? What are the things that one can do?

13 And we've heard this concern expressed a  
14 number of times, Mr. McAlpine, that foresters should  
15 stay in an area longer than is the case, but that in  
16 fact people are moving either for promotion sake or so  
17 on. What do we have to do with the responsibility and  
18 the role of the forester that makes him want to stay in  
19 an area to use that expertise he gathers over staying  
20 there a certain number of years?

21 MR. McALPINE: Well, it's an issue I've  
22 wrestled with quite a bit and it's an issue that I have  
23 problems with the OPFA standards and the practices and  
24 the legislation that sets what an RPF is. And my  
25 suggestion would be that an individual forester not

1       become an RPF until he's put in at least 10 years of  
2       work and that there be an internship there for  
3       foresters, maybe not receive an RPF level and that an  
4       RPF level be a formal separate administrative body like  
5       the OPFA that sets the standards those people should be  
6       trained to, and I'm in the process of preparing my  
7       comments on this for submission to the OPFA. I will  
8       gladly forward a copy to you if you want it.

9               But my perception is that the RPF has to  
10      be accountable but it has to be somebody like a doctor,  
11      somebody that has met a standard that is trustworthy.  
12      Quite frankly I'm an RPF, or I was an RPF. I just  
13      resigned recently from the OPFA because I have concerns  
14      about the way the structure of that is going and I  
15      don't see a lot of movement on behalf of the OPFA to  
16      change that, and I wanted to get the message out that  
17      that has to be changed if foresters are going to get  
18      any credibility.

19              But I think there has to be recognition  
20      on the part of the legislators and the forestry  
21      profession that foresters have to be accountable and to  
22      become an RPF all I had to do was get two members of  
23      the OPFA sign after I had worked for 18 months. Six of  
24      those months that I worked, I mean, I worked some  
25      summers before that in forestry, but -- and I got into

1 the OPFA I worked six months on construction, I just  
2 had two hours GS. I mean, if you're going to have that  
3 kind of a level of entry control and standard set for  
4 the profession, there isn't going to be any credibility  
5 with it until they start -- until legislators and the  
6 OPFA start recognizing that they have to strengthen  
7 their standards and increase the standards for an RPF  
8 so that when it comes down.

9 My vision of the planning process is that  
10 I go out as a professional forester and make a  
11 prescription, 10 years down the road - I don't know  
12 what legislation has to be changed - but I'm the one to  
13 accept responsibility 15, 20 years down the road. If I  
14 make a prescription in a plan and it collapses and it's  
15 not -- it's because I ignored information that was  
16 there at the time that I made the prescription, I'm not  
17 saying that I be accountable for new information that  
18 comes out, but I'm the one to accept responsibility for  
19 the actions that I take now based on what I know.

20 And the problem that I have is that  
21 foresters are no longer foresters, we're  
22 administrators. Until that changes and the RPF becomes  
23 the individual that signs the plan, I don't see a need  
24 for a regional director to sign the plan or even a  
25 district manager, it should be the unit forester that

1 signs it and that's where I believe you get the  
2 individuals that are shooting for the district manager  
3 level now will then start directing efforts into  
4 becoming an RPF and that level of responsibility would  
5 end there.

6 And until there's legislation that says  
7 foresters will be accountable, I don't see a lot of  
8 change coming about through this process. There will  
9 be foresters on the unit for five years and then you  
10 run into problems or they suddenly see an opportunity  
11 elsewhere they'll be gone. I don't think that it's  
12 impossible to change legislation in the process to make  
13 the forester the individual that's accountable.  
14 Foresters not willing to accept accountability, and I  
15 don't mean just from a tree management aspect I mean  
16 from a forest management aspect, that's the forester  
17 that shouldn't be a forester, in my opinion.

18 MADAM CHAIR: Thank you very much, Mr.  
19 McAlpine. You've given the Board then a summary of the  
20 main points you've made in your written evidence.

21 MR. McALPINE: (Nodding affirmatively)

22 MADAM CHAIR: Good, thank you very much.  
23 I think we will move on now to the next witness, and  
24 before we do we're going to give the document, your  
25 written evidence, an exhibit number so we can keep it



1 straight for our records.

2 And the 55-page submission by the Ontario  
3 Public Service Employees Union dated May 12th, 1992  
4 will become Exhibit 2225.

5 ---EXHIBIT NO. 2225: 55-page written submission by  
6 OPSEU.

7 MADAM CHAIR: Ms. Tower.

8 MS. TOWER: Okay. Once again, I'm a  
9 seedling research and stock quality monitoring  
10 technician at the Thunder Bay Forest Nursery.

11 MADAM CHAIR: Excuse me, could you repeat  
12 that again, please?

13 MS. TOWER: Seedling research and stock  
14 quality monitoring technician.

15 MADAM CHAIR: Thank you.

16 MR. TOWER: And if you would like to turn  
17 to page 24 in this document. Basically this chapter  
18 deals with the big picture in silviculture and  
19 reforestation in that it is a gross fallacy for anyone  
20 in this province to believe that we are currently  
21 regenerating what we should be regenerating.

22 As an employee at a tree seedling  
23 production facility, even though I'm losing my job, in  
24 my opinion as a professional and what I do is secondary  
25 to the fact that we should not be cutting back on

1 seedling production facilities if we are not  
2 reforesting our cut-over lands.

3 My points in here are directed at the  
4 cutbacks in seedling production across the board, that  
5 pertains to bareroot stock as well as container stock.  
6 For the last five years we've had a reduction in  
7 seedling production.

8 I guess we always return to the old  
9 problem of lack of funding, lack of dollars available  
10 to do what we should be doing and I guess that always  
11 leads me back to wondering where our commitment  
12 ultimately is to the future of the forest industry in  
13 this province.

14 I'm not sure of exactly what the  
15 statistics are, but primarily and secondarily most of  
16 the jobs in this province are directly related to the  
17 forest industry. And I had an interesting comment made  
18 by the Minister of Natural Resources in a meeting that  
19 some of the employees from the Thunder Bay Nursery had  
20 with him. One question was put to him: Did he believe  
21 that there would be timber industry in Thunder Bay in  
22 20 years time, and he said he doubted it very much. He  
23 is on the record for saying that.

24 I've worked right across northern  
25 Ontario, I'm originally from Toronto. I chose my

1 profession not because it represented anything  
2 attractive but more because I grew up and spent my  
3 summers up in northern Ontario and was pretty disgusted  
4 with some of the things I was seeing going on there  
5 with the clearcuts and the lack of anything being done  
6 to put anything back, and that led me to taking  
7 forestry in school.

8 And I spent five years initially in my  
9 career with private industry as a production foreman  
10 for Buchanan Forest Products. That was seven years ago  
11 I finished working for that outfit and I have since  
12 very recently returned to some of the areas that I was  
13 directly responsible for cutting and I would say  
14 probably less than one eighth of what I was responsible  
15 for having cut has been reforested.

16 For the last seven years I have been  
17 employed with the nursery in Thunder Bay and out of  
18 those seven the last five years there has been a  
19 reduction every year in the amount of seedlings that  
20 would were asked to produce.

21 One comment that's been made is that the  
22 demand for bareroot stock is shifting to container  
23 stock. Private industry, which is mostly responsible  
24 for growing containerized seedlings, has picked up a  
25 considerable amount of the slack but they are also

1       faced with severe cuts in the amount of seedlings that  
2       they are able to produce and it has become very  
3       competitive in private industry for seedling  
4       production.

5                   I get a little concerned about quality  
6       when we're talking about less dollars to deal with.  
7       We're taking stock that is the cheapest to put back,  
8       are we putting back the proper quality seedlings.

9                   All of the cutbacks that we have seen are  
10      ultimately leading to a situation where - in this  
11      document you will see disclosures from people who have  
12      chosen to remain anonymous - foresters in the private  
13      industry who readily admit that on very many sites that  
14      are currently being reforested the wrong kind of stock  
15      is being put there, meaning they are putting container  
16      stock on sites that should get bareroot because of  
17      heavy competition from competing vegetation.

18                   In order to make those containerized  
19      seedlings survive they require herbicide applications,  
20      but our present government has seen fit to reduce the  
21      number of herbicides that are being applied and in some  
22      cases they have eliminated it altogether for weed  
23      control. So ultimately we ask ourselves, are those  
24      containerized seedlings going to survive. If we would  
25      have planted bare root seedlings we wouldn't have had



1 to worry about that.

2 And as we go further in this particular  
3 Chapter 5 Out of Stock in this manual we get into a big  
4 discussion on the choice of nursery closures. Now,  
5 although I readily dispute closing any facilities, we  
6 should have all our facilities in full capacity if we  
7 are going to do the job that we should be doing. If we  
8 are ultimately faced with the closures, I very much  
9 have a problem with the selection process that was  
10 involved here.

11 The Thunder Bay Nursery is the biggest  
12 nursery in the province, it has a capability of growing  
13 28-million seedlings. The second largest nursery is  
14 Swastika, 22-million seedlings. Both of those  
15 nurseries combined could produce what is at the moment  
16 required for northern Ontario, actually Thunder Bay  
17 itself could produce what is currently needed, we've  
18 been cut back so bad.

19 The Thunder Bay Nursery in the last seven  
20 years has spent a phenomenal amount of dollars in  
21 designing a very, very super high technological way of  
22 growing and transplanting seedlings, it's called the  
23 techniculture system or T-square for short. We are  
24 able to produce a seedling in two years instead of  
25 three or four.

1                   Initially the start up of this operation  
2                   was expensive in that the machine designed for  
3                   transplanting the seedlings came from California and it  
4                   was designed for transplanting lettuce. It came to us  
5                   in that very state, for transplanting lettuce and we  
6                   had to go through the whole modification process  
7                   ourselves. As of last year we did complete the  
8                   modification process and we completed our transplant  
9                   operation three weeks ahead of schedule. Amazing piece  
10                  of technology that is unfit for being used at any of  
11                  the remaining nurseries that are left.

12                  We are asking many questions about what  
13                  is going to be done with the Thunder Bay facility.  
14                  Foresters in private industry and with MNR have  
15                  admitted that this new type of seedling, which only  
16                  Thunder Bay produces at the moment, is of superior  
17                  quality, very hearty, easy to transport, less damage.  
18                  We're asking: Why was this nursery chosen. The  
19                  response that we got was that the decision to close the  
20                  nursery was not based on the current dollar shortage  
21                  and rather that the site of the the Thunder Bay Nursery  
22                  being in such close proximity to a large community was  
23                  better able to absorb the results of this closure,  
24                  meaning jobs and economics.

25                  And I guess that's basically all I talk

1 about as it pertains to seedling production and  
2 reforestation.

3 I have very bad problems with accepting  
4 that we expect private industry to honour their portion  
5 of the FMAs if MNR is not providing or upholding its  
6 part of the agreement and providing the proper kind of  
7 stock to fulfill the FMA.

8 Do you have any questions so far?

9 MADAM CHAIR: One question, Ms. Tower.  
10 You're obviously an advocate of artificial regeneration  
11 and particularly the seedling program.

12 MS. TOWER: Well, yes and no. In most  
13 cases if we allow natural regen to occur on most  
14 typical sites in northern Ontario we will not  
15 ultimately be left with the kind of stock that was  
16 there when we actually went in and took it out, meaning  
17 high quality conifer seedlings or trees, pardon me.

18 To ultimately reach what we would like to  
19 have and what would be preferred, we're talking a long,  
20 long time. The natural regen process does take a long  
21 time, whereas artificial regeneration ensures that you  
22 are putting back what you took away.

23 MR. MARTEL: You said something about the  
24 stock and the necessity -- the government had moved  
25 away from using herbicides.

1                   Are you suggesting that there are certain  
2 types of stock where you wouldn't need as much  
3 herbicide if you had a higher quality of stock that was  
4 going to go into regenerating the area as opposed to  
5 the cheaper stock which you say is being produced?

6                   MS. TOWER: Did I say cheaper?

7                   MR. MARTEL: Well, maybe not the words  
8 cheaper, but of not the same quality.

9                   MS. TOWER: That's an interesting topic  
10 in itself when we talk about price, price of bareroot  
11 versus container stock, because there is also a bit of a  
12 misconception there with regards to cost.

13                   Our nursery this year in Thunder Bay, if  
14 we would have been allowed to operate, would have been  
15 container stock competitive. We have to consider that  
16 the cost of herbicide applications for tending  
17 containerized seedling plantations are very expensive  
18 and ultimately -- and there are very good arguments  
19 from many, many foresters across the province that  
20 containerized plantations can be ultimately a lot more  
21 expensive than bareroot ones.

22                   Going back to what you said though, in  
23 many cases you would not need any herbicide application  
24 at all for a bareroot seedling.

25                   MR. MARTEL: Could you just expand on



1 that? Where with bareroot would you not -- with  
2 bareroot you said would not need herbicide; is that  
3 right?

4 MS. TOWER: Mm-hmm, in most  
5 circumstances.

6 MR. MARTEL: Could you expand on that a  
7 little bit to help me.

8 MS. TOWER: Okay. We need both kinds of  
9 stock, that's undisputed. Containerized seedlings were  
10 initially brought on board to regenerate sites that had  
11 very, very little competition, rocky sites, coarse  
12 terrain, little topsoil, they were small, you couldn't  
13 put a bareroot seedling there and bareroot seedlings  
14 ultimately became the seedling of choice for sites  
15 where there was a lot of competition.

16 Most of the seedling's competition is  
17 within the first two years and in that time, and it  
18 would depend on how heavy the vegetative competition  
19 really is, general practice is that in silvicultural  
20 site prep they do use a herbicide treatment during the  
21 actual site prep. So following the planting of a  
22 seedling, a bareroot seedling there would be no further  
23 herbicide applications. I don't know whether that  
24 helped you or not.

25 I have been involved with a joint trial

1 with the Northwestern Ontario Technological development  
2 Unit and we had a site in one of our townships  
3 southwest of Thunder Bay where we had a brand new  
4 cut-over and I mean that literally they were felling  
5 trees right beside us as we were setting up our trial.  
6 We planted containerized seedlings from several of the  
7 private growers in our area as well as bareroot stock,  
8 the new T-square stock that we produce or G-2 stock as  
9 you will see it mentioned in this manual, as well as  
10 our old style of seedlings, and I looked after this  
11 trial for the first three years and the Technology  
12 Development Unit looked after it after that point.

13                 The whole area was given a herbicide  
14 treatment the first year and for the next two years I  
15 went out to monitor this trial. 99.9 per cent of the  
16 time was trying to find the container seedlings, we  
17 couldn't find them any more. We had about -- at most a  
18 30 per cent survival rate of the containerized  
19 seedlings as opposed to 85 per cent survival for the  
20 bareroot, the old system of bareroot seedling, to about  
21 a 90, 95 per cent survival rate of the G-2 seedling,  
22 and that site was fairly typical of sites around the  
23 Thunder Bay area.

24                 It's interesting to note that the  
25 Ministry makes mention and very correctly that

1 initially nursery set-ups across the province were for  
2 strategic reasons, geographical reasons, and as such,  
3 through the development of intense -- we were working  
4 towards an intense reforestation policy until the cap  
5 came on with seedling production.

6 Nursery sizes were also pretty much  
7 directly related to the amount of stocks that were  
8 needed in those areas, and in the Thunder Bay Nursery  
9 one of the reasons why that nursery became the size  
10 that it is, is because of the high need for bareroot  
11 quality, bareroot seedlings around the Thunder Bay  
12 area. Now, we are expecting nurseries from eastern and  
13 western Ontario to provide us with those stocks.

14 If we are going to continue or to  
15 intensify planting container seedlings on sites that  
16 should be getting bareroot without herbicide  
17 applications - and I'm not advocating herbicide  
18 applications, I think it's something that we should, if  
19 choice allowed, stay away from as much as possible - we  
20 are going to have a problem in that private industry  
21 who produce the containerized seedlings are ultimately  
22 going to, or could be held responsible or be looked at  
23 in terms of that their stock does not perform if we're  
24 not treating it and tending it properly.

25 And that goes back to what I said earlier

1 that we need both kinds of stock. We have to find out  
2 where the happy median is without -- and we have to do  
3 some serious priority setting. There doesn't seem to  
4 be that. We're not concentrating our efforts on what  
5 those of us out in the field know to be true.

6 MADAM CHAIR: And so it's your view that  
7 in most cases natural regeneration is not satisfactory?

8 MS. TOWER: No, no. In very limited  
9 situations it is, but in many instances it is not.

10 MR. MARTEL: You can see why we were  
11 hoping we'd have read this material ahead of time  
12 because we do raise a lot of questions ourselves after  
13 listening to it for four years, so that it just makes  
14 your presentation at a disadvantage, I think.

15 MADAM CHAIR: One further question. It's  
16 reported on page 27 that the current estimate of the  
17 NSR forest lands in Ontario is roughly 3,000 square  
18 kilometres or 300,000 hectares.

19 Does anyone know where this number --  
20 does this number come from the Ontario Silvicultural  
21 Contractors Association?

22 MR. McALPINE: I don't know where that  
23 came from.

24 MS. TOWER: I don't know.

25 MS. BEALL: I have to check.



1                   MADAM CHAIR: We would appreciate that,  
2                   if you would, Ms. Beall. The Board has heard  
3                   conflicting information about whether the backlog is  
4                   declining or growing.

5                   MR. MARTEL: We were just talking, but I  
6                   was reading this morning where Sweden, they're planting  
7                   500-million seedlings a year and their growth - that  
8                   will be in tomorrow's evidence I believe, Ms.  
9                   Blastorah, so I don't think you have to write it down  
10                  furiously - CPU I believe, or Thursday, and that their  
11                  growth --

12                  MS. TOWER: They're planting.

13                  MR. MARTEL: Yes, and that their growth  
14                  is in the neighbourhood of 35-million cubic metres per  
15                  year more than they cut and they cut 65-million cubic  
16                  metres per year on an area that's not quite as big as  
17                  the area we're logging or harvesting.

18                  And so it's material you might want to  
19                  look into. It's quite mind boggling when I read it  
20                  this morning. But that's why we like to get involved  
21                  in these exchanges.

22                  MADAM CHAIR: I'm going to suggest that  
23                  we take an afternoon break now and come back to hear  
24                  anything that Mr. Maloney might wish to say to the  
25                  Board and to hear a brief summary of OPSEU's

1 recommendations from Ms. Beall.

2 All right. And we will be about 20  
3 minutes.

4 ---Recess at 3:10 p.m.

5 ---On resuming at 3:35 p.m.

6 MADAM CHAIR: Please be seated.

7 MR. BERAM: Madam Chair, if it please the  
8 Board, there's one matter of no relationship to what  
9 we're dealing with today that I might take care of  
10 while the two members of the OPSEU party return, and  
11 that concerns the recently submitted report on the  
12 Environmental Assessment Board, the comparison cost  
13 exercise.

14 Just speaking to the record, it is my  
15 suggestion that it's time now to make this report an  
16 exhibit formally on the record. I have now had an  
17 opportunity to consult with the four constituent  
18 parties who were involved in the genesis of this  
19 report.

20 They agree that the appropriate procedure  
21 would be for the Board to make it an exhibit and that  
22 as far as opening up for purposes of cross-examination  
23 that they agree that cross-examination should be  
24 limited to the extent that it is raised during the  
25 formal reply of the proponent.

1                   So I ask that this be made -- simply to  
2 attach an exhibit number to that report and we will  
3 leave that matter to rest for now.

4                   MADAM CHAIR: Thank you, Mr. Beram. That  
5 will be Exhibit 2226. Could you read the -- do you  
6 have the document with you with the title and the date  
7 for the reporter?

8                   MR. BERAM: Yes, Madam Chair. The report  
9 is entitled Report to the Environmental Assessment  
10 Board On A Comparison of Cost and Results Applying Two  
11 Alternative --

12                   MR. MARTEL: I'm doing this shorthand, I  
13 can't keep up with you, Mr. Beram.

14                   MR. BERAM: This is shorthand.

15                   MR. MARTEL: Yes, I know, that's what I'm  
16 worried about. I don't write shorthand and I'm trying  
17 to establish a new form.

18                   MR. BERAM: The full extent of the  
19 document would cause very serious injury if it fell on  
20 your foot I would think.

21                   MR. MARTEL: All right. After EAB, what  
22 do you have?

23                   MR. BERAM: On A Comparison of Cost and  
24 Results of Applying Two Alternative Silvicultural  
25 Systems in the Boreal Forest, and it's dated rather

1 vaguely March, 1992.

2 If you'll remember, I believe it was  
3 deposited with the Board some time late in March,  
4 around the 23rd is my guess.

5 MADAM CHAIR: Thank you Mr. Beram.

6 ---EXHIBIT NO. 2226: Report entitled: Report to the  
7 Environmental Assessment Board On  
8 A Comparison of Cost and Results  
9 Applying Two Alternative  
10 Silvicultural Systems in the  
11 Boreal Forest dated March, 1992.

12 MADAM CHAIR: Mr. Maloney, would you like  
13 to summarize for the Board the points of view you have  
14 in the written evidence.

15 MR. MALONEY: Thank you, yes. My  
16 testimony starts, you can start following it on page 9  
17 of the document. I speak as an -- I'm a technician in  
18 the Blind River District. My first concern is dealing  
19 with allowing logging contractors to mark their own  
20 cutting areas.

21 I have been in the Blind River District  
22 approximately 21, going on 22 years and up until about  
23 19, I believe, '88 we as a Crown -- maybe just a little  
24 more history.

25 We -- up until 1988 we as -- I work on a  
Crown unit and in that Crown unit we have several small  
licenceses that harvest wood in our district, and up



1 until that point we as timber technicians working for  
2 the Crown marked all the licence boundaries, the areas  
3 of concern on rivers, streams, lakes.

4 In 1988 under the old, the former  
5 government there was a move afoot to -- I think the  
6 main reason for this move was to download the marking  
7 onto the contractors and it was strictly a cost saving  
8 measure. There is significant cost incurred in going  
9 out and marking these areas.

10 So the Ministry undertook as a  
11 cost-saving measure, this was initiated by the former  
12 government, to have the licensees mark their own areas.  
13 The licensees took on this responsibility with no  
14 funding from the Ministry. They didn't willingly take  
15 it on, basically under the Crown Timber Act the  
16 Ministry has the authority to have the contractors  
17 carry out these functions.

18 Well, we started, I believe it would be  
19 1989 when it started in our district, licensees began  
20 the marking process. Well, they kicked and they  
21 screamed and I really didn't blame them one bit to take  
22 on added duties with no compensation. What ended up  
23 happening was we had -- we as Ministry personnel would  
24 go out and check lines that were -- basically on doing  
25 an inspection of their cut would find either the

1 reserves too narrow as prescribed in their timber  
2 management plan, we would find the operator would be  
3 cutting outside his licensed area, and this became much  
4 more numerous and certainly was increased.

5 As I say we had many 20 to 30 different  
6 instances where the operator was operating outside the  
7 conditions of the licence. This would be from marking  
8 too narrow a streams to marking outside of his -- as I  
9 mentioned, outside of the area which was actually  
10 allocated to him on a map.

11 Now, what had happened there is we would  
12 notice an infraction, we would report it back, and then  
13 the next process would be to basically go ahead with  
14 the penalty.

15 So on top of the licensees marking their  
16 own area, then we were going along and penalizing for  
17 incorrectly marking and what it did was created a major  
18 rift between we as Ministry personnel that had built a  
19 rapport between the operators out there working and  
20 ourselves. And they kept saying: Why are we being  
21 penalized for something we have never been properly  
22 trained for. We do not have the expertise to carry it  
23 out like the Ministry personnel have and for myself,  
24 for instance, I consider myself an expert but I'm  
25 fairly well qualified over the years of service to mark

1 these things as prescribed in the cut approvals.

2 So what continued to develop was our  
3 infractions continued to increase and the bad relations  
4 between us and the operators continued and the  
5 actual -- our AOCs were being reduced. We never really  
6 spent time as a Ministry in explaining to these  
7 operators. When we said you mark a reserve, we never  
8 did put it down and say you mark it from either the  
9 water's edge or from the tree line back a hundred  
10 metres. So one operator would go out and he would mark  
11 it from maybe the low water mark, which by the time the  
12 thing was marked there would be no reserve left on the  
13 creek at all, there was no standing trees. That was  
14 his interpretation.

15 And of course we'd go out and our  
16 understanding was, we as individuals out there on site  
17 would -- well, we knew it was from the tree line and so  
18 there was an infraction and we would lay a charge and  
19 some of these charges would be as high as \$30,000.

20 So basically we created a major rift  
21 there and really wasn't resolving the problem and that  
22 was to put on the proper AOCs like were laid out.

23 Now, my concern, we basically stopped  
24 that process with a new government came in and they've  
25 seen and they were quite aware of the pressure being

1 put on them by the local logging operators in our area.  
2 We have something like 30 to 40 small operators, and  
3 they were being heavily penalized for something they  
4 really never had been trained for and to this day will  
5 openly admit they can't do it.

6 We seem to, that the government is  
7 basically, the new government of the day has said this  
8 will stop, but we're seen to be right now going through  
9 a trial period where we are kind of taking the  
10 operators out with us and sort of showing them the  
11 process, but generally the people that the licensee  
12 whoever will send out with us is one day it's a skidder  
13 operator, the next day maybe he's the mechanic there's  
14 nothing else to do, so the expertise he's actually  
15 picking up, this guy may be fired or quit or moved on,  
16 so really they have never gained anything. And my  
17 concern is the operators don't like it, they don't want  
18 to continue with this process, but maybe a new  
19 government or maybe the same government as a method of  
20 saving money will continue to have these operators mark  
21 these areas.

22 It does nothing but create bad relations,  
23 we don't achieve what we hoped to do in marking  
24 accurate areas of concern on rivers to prevent  
25 siltation, to basically moose corridors. We have --



1 some can't read a map, they don't put them in the right  
2 places, and some don't put them at all. And my concern  
3 is if we keep going in this direction we just -- we're  
4 going to continue to have this problem.

5 I don't know whose in favour of it, but  
6 clear as I said earlier, the operators aren't and we as  
7 technicians see the system as not working. So in the  
8 end result I hope to bring in front of the panel that  
9 we continue on with the practice we had in the previous  
10 17 years.

11 I only speak of what I see in my district  
12 and being it a total Crown unit with Crown technicians  
13 doing all the work, I see what it was like prior, in  
14 the past 17 years, and we had minimal trespasses. When  
15 there was a trespass, most of the times it was done  
16 deliberate. What I see now is turning it over to  
17 people that are really no background and the expertise  
18 to carry it out and they didn't want to do it in the  
19 first place. That is my first concern.

20 My second one is dealing with the  
21 contract tree planting and the problems that I have  
22 seen in my own district. Back in 1988 prior to that,  
23 in my particular area we did -- we as the Ministry did  
24 our own tree planting. Basically we had -- we hired  
25 locally, we hired local labour force, we employed them

1       planting our trees, we had people up until 1988 that  
2       maybe had 17 years of repeated tree planting  
3       experience. This was our local labour force.

4               And then as we got into tree planting,  
5       the switch just didn't happen overnight, we were doing  
6       a hundred per cent probably back in 1987. By 1988 the  
7       movement probably went 60 to 70 per cent contract,  
8       maybe 30 per cent Ministry, and then by 1989 total  
9       contracting.

10              What we seen in the initial stages was  
11       people being awarded contracts with little or no  
12       experience. Basically the Ministry staff on site were  
13       to train these individuals in the proper procedures.  
14       Often from what we seen in our district was students  
15       working between terms in university, able to get a  
16       contract, and would come out and take it on with no  
17       prior background, experience whatsoever.

18              So it was -- I often compare what I saw  
19       in those early stages was to hire a siding contractor,  
20       you'd hire a siding contractor to side your house and  
21       then before he started he'd come to you and say: Can  
22       you come and start that first couple of rows off and  
23       I'm sure after that I'll have no problems, and then  
24       maybe come out and correct me as we go through the  
25       whole process. And, you know, it's really not my

1 fault, it's your fault because you didn't show me it.

2 And that was what we were put under as  
3 ministry employees. We often seen inexperienced people  
4 getting these contracts. And not only was it the  
5 quality of the work, it was the quality of living  
6 conditions. People often -- Ministry of Health in our  
7 particular area had filed charges against different  
8 contractors in our area. It seemed to be the  
9 understanding, whether it was ignorance or whether it  
10 was truly to deceive the Algoma health authorities was  
11 to get in and get out before they found out where these  
12 contractors were set up, and they rarely checked the  
13 living conditions and the camps and how things were  
14 and, you know, you were often seeing kids sick with  
15 beaver fever because they were drinking improper water  
16 conditions, food was poorly stored, poor refrigeration.

17 I think of some days when they used to  
18 come out on site at lunch hour with a pail of peanut  
19 butter and a loaf of bread there and that was your  
20 lunch, just dig into the peanut butter and put it on  
21 your sandwich and that was your lunch.

22 And on top of that it seemed like the  
23 students were exploited, they paid 18 bucks a day to  
24 live under these conditions. When I compare it to the  
25 days when we ran our own Ministry camps, we had

1 facilities that were regular checked by Algoma health,  
2 we had cooks hired, we had good trailers, living  
3 conditions set up with showers. Basically the people  
4 worked an eight-hour day, were able to plant in the  
5 neighbourhood of anywhere from a thousand to 1,500  
6 trees a day, that was generally in an eight-hour day  
7 and were paid a union wage.

8 I've seen through my experience student  
9 and local -- well, there wasn't much local employment,  
10 but basically students were -- some of them would work  
11 plant 300 trees a day and roughly at that time were  
12 getting 6-cents a tree, 5-cents a tree, some would  
13 plant maybe 500, but when you figure that out that's  
14 15, 16 bucks a day and if you pay 20 for room and board  
15 you don't go home with much at the end of the season.

16 As contracting out developed it did get a  
17 little better. We managed to probably train a lot of  
18 these people as the exercise went on. A company that  
19 was -- that we've seen year after year, which wasn't  
20 too often in my area, it was always seem to be somebody  
21 new coming in and the training process seemed to have  
22 to start each year, we would have to go through and  
23 train them.

24 Or if we were really fortunate they would  
25 start tree planting in southern Ontario and hopefully



1 by the time they got to us some other district had  
2 pretty well straightened them out or had provided the  
3 proper guidance so by the time we got them they were at  
4 least trying to meet some standard that was acceptable  
5 to us.

6 But the biggest impact I think we saw,  
7 what we seen in our local communities was the lack of  
8 employment opportunities. Generally these contractors  
9 would rarely hire locally, they would come in with a  
10 force that was a staff that was usually hired from the  
11 universities in southern Ontario and then they would  
12 work them a short time in one district and then we  
13 would just move on through. And I'd say and even up  
14 until today in 1992 we see 10, 15 people, where at one  
15 time we had maybe 50, 60 and especially in today's  
16 economic climate, we seen none of this hiring going on  
17 today.

18 My concern is that basically the  
19 expertise of the local workforce, they were -- some of  
20 our people in those communities had a skill that was at  
21 the level that they could plant a tree and plant it  
22 well and they could make a living off of it. Now,  
23 these people are unemployed and basically they're  
24 living off of our system. I guess that they were  
25 highly qualified, they were paying taxes and

1 contributing to the community and now they've just  
2 become a burden on the community and the future doesn't  
3 look any better in our communities up there.

4           Some of the problems that I see with the  
5 contract tree planting, basically we as a Ministry, we  
6 assess how a contractor puts a tree in the ground. As  
7 long as that tree is green when he puts the tree in the  
8 ground he gets paid a percentage, a hundred per cent,  
9 or if he's put it too deep, well then there's a penalty  
10 assessed. But basically that tree may stay green from  
11 the day we assess it, but after we leave that, it could  
12 be 10 days, that tree could die.

13           What happens a lot in our Ministry is  
14 basically we just audit the actual tree that is planted  
15 in the ground. We're on site probably eight hours a  
16 day, we spend very little time like we used to do with  
17 our other crews. Our other crews we had -- we were  
18 something like remind you of the chain gangs in the  
19 southern states, where we would be behind a group of  
20 planters eight hours a day. If they had the trees out  
21 of the bag too long in the air and that tree died, well  
22 basically that was the guy's fault on site, the  
23 supervisor, the Ministry individual because we looked  
24 after our own crews.

25           But by today's standard those trees

1 could -- what I see is somebody that plants 300 trees a  
2 day something's wrong. Those trees have been in his  
3 bag all day long and I'm sure by the time those trees  
4 are in the ground they're going to end up dying. On  
5 the average our guys could plant maybe a hundred trees  
6 an hour, so at the maximum that would be in our bags  
7 maybe three hours. Just by our -- generally we would  
8 set up so we would just give them to work an hour.

9 So really our close supervision through  
10 our auditing is kind of -- I think we've weakened the  
11 actual quality of the tree that goes in the ground and  
12 I think that's going to reflect back on our survival  
13 rates.

14 Something, as I comment in here, we  
15 really back when we planted trees, and even into  
16 contracting, it seemed to have stopped by the time we  
17 started contracting we used to -- for every maybe 7,000  
18 trees we would put in we would put in a hundred  
19 assessment pins and therefore we would come back the  
20 first year after planting, the second year and the  
21 fifth year and check on survival.

22 Well, we've kind of gotten away from that  
23 now. I don't know whether it seems like -- I guess  
24 it's a cost saving measure that we don't go back now  
25 and check the actual survival of how these trees are

1 doing. And for me to honestly say to the Board that  
2 things have really gotten worse, I can't say that any  
3 more because we don't do these actual survival  
4 assessments any more in our district.

5 And so I bring to the Board the concerns  
6 of how contracting out is certainly had the impact on  
7 our local labour. For example, it's left our -- I've  
8 got people there as I mention in here, this goes back  
9 as far as 1988 when contracting started, the union had  
10 such a thing as successive rate, saying that these  
11 people used to do it are entitled to be hired first to  
12 do the work now that it's gone to a contractor. Well,  
13 basically the contractors and the Ministry were not  
14 willing to recognize successive rights and these  
15 individuals, even to this day I still have -- waiting  
16 hearings in front of the Board to at least recognize  
17 the right of these people to this work and hopefully we  
18 will be heard this summer, but these people remain  
19 basically unemployed and it certainly has devastated my  
20 local community.

21 And as I expressed earlier, the quality  
22 of the planting, we've -- I'd say that the quality  
23 people are actually planting at limited experience.  
24 When you look at our contracts, when we give out tree  
25 planting contracts, we blurt as we've gone as a



1 Ministry, we certainly put you have to have previous  
2 experience.

3 And I'll give you as an example we have  
4 two doctors from southern Ontario basically are the  
5 people that are awarded contracts. Well, we never see  
6 them, we never see them in northern Ontario, they're  
7 basically located I think in Toronto and now I think  
8 they're moved to British Columbia, but basically  
9 they're the people with the experience and they're  
10 awarded the contract but the people we deal with are  
11 students between terms, students looking for a job with  
12 limited background experience.

13 So again I think it will reflect on our  
14 survival rates. And when we had the expertise -- and  
15 then I think basically we have probably lost it now.  
16 We lose -- maybe I'm rambling a bit for the Board - but  
17 we lose on -- when we come to areas that -- well, one  
18 contractor bids and he bids low and then the next  
19 contractor bids and he bids extremely high. It kind  
20 of -- I wouldn't say there's a cartel there, but I'm  
21 sure that there's certainly some meetings that go on  
22 when we see one contractor bidding at 156 a thousand  
23 for instance and the next one is 200 a thousand and he  
24 seems to back out and we're stuck with the \$200,000  
25 bid -- \$200 a thousand.

1                   It seems at one time we used to have our  
2   Ministry staff available to say: Listen, we can did it  
3   cheaper. We'd have that option, we've lost those  
4   options now. We have no choice, we have to take that  
5   next highest bidder.

6                   And I think it's -- today's another  
7   example with our tight budgets, we ended up having to  
8   pay contractors for not planting trees at all because  
9   we -- basically in those contracts when we issue  
10   contracts at the start of each season, if we don't  
11   notify the contractor within 30 days of the start-up  
12   date of the contract and then we cancel out, we've  
13   basically got to pay him for 30 per cent of the value  
14   of that contract. And if it was Ministry doing it,  
15   well, I guess we just wouldn't hire and we wouldn't be  
16   penalized like we were. And this extra money could of  
17   either went for -- well, as Don was referring to, maybe  
18   we could use that money for hiring more technicians to  
19   go out and do some pre-cut inspections or whatever.  
20   But we have sort of lost -- we seem to be wasting money  
21   since we've moved to this aspect of contracting.

22                   And I would just like the Board in their  
23   wisdom to consider that when they're writing their  
24   report. I think basically that kind of covers my  
25   presentation.

1 MADAM CHAIR: Thank you very much, Mr.  
2 Maloney.

3 Did you say in your community you thought  
4 there were 50 or 60 jobs in tree planting for which  
5 local people had held these jobs.

6 MR. MALONEY: That's correct.

7 MADAM CHAIR: Before the late 80s.

8 MR. MALONEY: And maybe just to expand on  
9 it. Not only was it benefit to these local people it  
10 was other impacts. We are small in my community of  
11 3,000 and when we buy food for 50 or 60 people the  
12 impacts to the local grocery stores, I think it  
13 reflected in maybe more employment there and, of  
14 course, with that money that they had they were buying  
15 other merchandise in our local areas.

16 MADAM CHAIR: Thank you.

17 MR. MARTEL: I thought MNR was going to,  
18 after the experiences in '85, '86 and so on, where  
19 there were a lot of complaints about the conduct of the  
20 contractors and the treatment of students, that MNR was  
21 going to watch that much more carefully to ensure that  
22 the fly-by-nights who left the kids in the field  
23 adjacent to swamps and so on wouldn't get away with  
24 that sort of conduct any longer, and that they were to  
25 tighten up in their observations of what were going on.

1                   From what you're saying that really  
2           hasn't occurred that much.

3                   MR. MALONEY: What happens is it takes  
4           somebody to police. Like, if you take an individual, a  
5           student or whatever, very few of them understand their  
6           rights out there. They come on to -- they don't  
7           understand the Employment Standards Act, they don't  
8           understand anything about health or whatever.

9                   As recent as last year, for instance, we  
10          had nursery workers that were working for a contractor.  
11          Basically it involved -- it's weeding, something like  
12          weeding in your garden, you just pick the weeds out.  
13          Inside we grow trees in a crop and basically you're  
14          just removing the weeds out and allowing the seedlings  
15          to grow. Well, they were making 15 to 16 bucks a day  
16          and some of these ladies weren't even making enough to  
17          pay their babysitters.

18                  So the policing is kind of left, you're  
19          frowned upon as a Ministry, well if you do it you're  
20          kind of a trouble maker and you're causing problems.  
21          The new government is pushing us towards, listen, you  
22          know, that is your responsibility as a ministry  
23          employee, somebody's got to take that nose. Basically  
24          the Ministry of Labour says how many of hem have died  
25          out there, is kind of sort of the response I've heard.



1 So I don't see -- I don't know if it's gotten any  
2 better. The policing is kind of left up to the  
3 ministry's own staff, however far they want to go with  
4 it.

5 MADAM CHAIR: Thank you very much.

6 Ms. Beall.

7 MS. BEALL: I'll just give a quick  
8 summary of our recommendations and give you some of the  
9 reasons for the recommendations.

10 The first recommendation -- there's a  
11 summary of them on page 53. Recommendations 1 through  
12 4 deal with the issue of contracting out, some of the  
13 issues that Brian Maloney just raised.

14 I think essentially the reasoning behind  
15 these recommendations is that it makes more sense to us  
16 that the contracting out of activities such as timber  
17 cruising, tree marking, tree planting be prohibited and  
18 that these activities be conducted solely by the  
19 Ministry of Natural Resources staff rather than change  
20 the role of Ministry of Natural Resources staff to one  
21 of monitoring the work being done by contractors.

22 The reasons essentially being that the  
23 work performed by the contractors had, in our members  
24 experience, been more costly, ultimately more costly,  
25 been of poor quality than the work previously performed

1 by Ministry staff, and that it simply doesn't make  
2 sense to have Ministry staff essentially turned into  
3 employment standards inspectors when they have training  
4 and expertise in forestry-related activities.

5 Recommendation No. 4 says that if the  
6 Board does not agree with this recommendation of  
7 prohibiting this kind of contracting out that as a  
8 minimum private tree planters be required to conform to  
9 all labour, health and safety legislation and that  
10 Ministry of Natural Resources be empowered to suspend  
11 or take over the tree planting activities from  
12 contractors who are found to be in violation, and also  
13 that the private operators be required to conduct  
14 survivability tests of planted seedlings.

15 Okay. Recommendation 5, that the forest  
16 management licence holders be required to file a  
17 pre-harvest silvicultural prescription plan with an  
18 independent forest auditing authority and that the  
19 forest auditing authority be empowered to review the  
20 performance of the FMA license holder at five-year  
21 intervals.

22 It's based on members concerns that  
23 currently forest management is exclusively in the lands  
24 of the licence holder and that leads to wasteful  
25 practices. Some of these practices are reviewed in our

1 document, practices such as wasting entire stands of  
2 poplar forest. And our members feel that the licence  
3 holders need to be held accountable for their  
4 practices. So this is a suggestion for a new  
5 accountability mechanism.

6 Recommendation 6 and 7, that the Ministry  
7 of Natural Resources remove from its operational  
8 policies any double standards concerning the vigor with  
9 which violations are prosecuted under the Crown Timber  
10 Act, the Fisheries Act or other legislation, and that  
11 penalties can be imposed on violators of the Crown  
12 Timber Act and all other legislation administered by  
13 MNR.

14 These recommendations are based on our  
15 members concerns that the Ministry pursues individuals  
16 and small operators violations of legislation with much  
17 more vigor than it pursues the large operators. There  
18 is essentially a laissez faire, in some cases a laissez  
19 faire attitude about pursuing the large licence  
20 holders.

21 Recommendations 8 and 9, that the  
22 Ministry of Natural Resources be directed to reverse  
23 its decision to reduce bareroot tree production and  
24 close the four bareroot tree nurseries and that we  
25 request reinstatement of all terminated and displaced

1 personnel, seasonal and permanent, to their original  
2 positions.

3 And that we request full reinstatement of  
4 production using the T-square G+2 technology at Thunder  
5 Bay.

6 And also that the Board direct the  
7 Ministry of Natural Resources to fund and fulfill its  
8 obligations to regenerate coniferous forest and all  
9 Crown management and forest management agreement areas,  
10 including the full area of NSR backlog according to  
11 proper restocking targets.

12 These are based on our members' concerns  
13 about the closure of the four Ministry of Natural  
14 Resources tree nursery and the overall underfunding and  
15 cutbacks in reforestation and management activity.

16 Essentially we feel it makes no sense in  
17 economic, scientific, silvicultural or environmental  
18 terms to close these four nurseries. I think Lucie has  
19 made a very strong case in that respect.

20 Recommendation No. 10, that the Ministry  
21 of Natural Resources review its internal administrative  
22 structure, specifically the system of internal  
23 reporting and legislative and policy directive flow,  
24 essentially the paper burden.

25 This is related to some of the issues



1 that Don was talking about, the overall paper burden.  
2 We go into this in some detail in our brief. At one  
3 point Don makes note that to cut a tree he has to  
4 process 60 pieces of paper.

5 Our members are quite concerned about the  
6 growing bureaucracy and of their increasing  
7 bureaucratic functions as opposed to the work that they  
8 feel needs to be done in the forest.

9 Okay. Recommendation No. 11, that we  
10 request that the MNR be directed to produce an  
11 assessment monitoring and research action plan covering  
12 all aspects and elements of resource management and the  
13 plan should specify 10-year financial commitments to  
14 resource monitoring and assessments at both the  
15 regional and district level.

16 Again, based on members concerns about  
17 the impact of cutbacks in silvicultural assessment and  
18 monitoring projects, the impact on the environment.

19 Recommendation 12 asks that the  
20 Environmental Assessment Board develop a system of  
21 agreements similar to forest management agreements to  
22 cover all Crown management units and other lands in the  
23 province owned by the Crown.

24 Essentially we're concerned that the  
25 Crown management units are not protected, that with the

1 cutbacks throughout the Ministry that the cutbacks are  
2 being felt extremely in the Crown management units and  
3 that this is a way of developing increased protection.

4 Recommendations 13 and 14 concern the  
5 issue of whistle-blowing. I've already pointed out  
6 that a number of our members who were interviewed  
7 produced this brief requested anonymity and this has  
8 been a long-standing issue with our members in the  
9 Ministry of Natural Resources in particular.

10 Members have gotten hurt by coming  
11 forward with information that they feel is in the  
12 public interest, that their supervisors have, for  
13 whatever reasons, chosen to ignore and our members need  
14 this kind of protection to be able to come forward with  
15 the information in the public interest.

16 MR. MARTEL: Do you have any - and maybe  
17 it's just something that OPSEU might have because it  
18 has so many people in the field - do you have any  
19 overall understanding of what's happening on an FMA and  
20 comparing that to what's happening on a Crown  
21 management unit and company management unit in terms of  
22 the amount of money being put back in for regeneration.

23 We've heard at the hearing that there's  
24 been some shortfall. Does anybody have any information  
25 with the magnitude of the difference on the various

1 units of regeneration and so on?

2 MR. McALPINE: Would you like me to  
3 respond to that?

4 MR. MARTEL: Mm-hmm.

5 MR. McALPINE: Or somebody else. Just  
6 for an instance, this year Crown unit -- on my Crown  
7 unit is faced with the prospect of whether we don't  
8 plant trees because of money constraints or we plant  
9 what areas we site prepared last year and we don't site  
10 prepare areas that we have done this year.

11 There has been some funding cutbacks on  
12 the FMAs but they are continuing currently under the --  
13 not the same level, but at least almost the same  
14 program that they have been in the last couple of  
15 years.

16 Now, that's bit of an aberration there  
17 for the Black Sturgeon Forest, the unit that I'm aware  
18 of, because the fact that Abitibi-Price has cut back  
19 their operations on their FMA because of their mill  
20 situation and, hence, there's a lot more FMA dollars to  
21 be spread around. And I guess that's kind of a caution  
22 there, it's great to say to the FMA they will get more  
23 funding.

24 But I guess the point is from my  
25 experience, when there is funding constraints, because

1       there's legal obligation there to fulfill under the  
2       FMAs, those are the agreements that are met first and  
3       then the Crown units are the last to be dealt out  
4       funding to the levels that we would like.

5               So because of the current market  
6       situations in the Thunder Bay area I can't say that the  
7       Crown or my unit specifically has suffered a lot  
8       because of that because we have benefitted from some  
9       difficulties on other units.

10              But the general trend is to meet the  
11       obligations under the agreement because that's one of  
12       the issues that has been brought up here is, there is  
13       no continuity in the funding to the Crown management  
14       units. We have to be a little more -- I guess have a  
15       broader approach to how we manage, instead of if don't  
16       get dollars you don't get to manage the unit, so....

17              MS. BEALL: If I could just add to that.  
18       One of our members out of the Dryden area points out  
19       that cutbacks in silviculture in the Crown units has  
20       been reduced to about 40 per cent and on the FMA units  
21       to about 85 per cent.

22              MR. MARTEL: What page is that on?

23              MS. BEALL: That's on page 42, I'm sorry.  
24       To 85 per cent of last year.

25              MADAM CHAIR: Before we move on, Ms.



1 Beall, a question with respect to recommendation 13  
2 which is the recommendation concerning whistle-blowing  
3 legislation. This recommendation is worded with  
4 respect to all the membership of OPSEU.

5 MS. BEALL: I beg your pardon?

6 MADAM CHAIR: Is this recommendation with  
7 respect to only MNR employees or to all members of  
8 OPSEU?

9 MR. BELAIR: All members.

10 MADAM CHAIR: All members of OPSEU. And  
11 I guess I would ask Mr. McAlpine, because he recounts  
12 his experience with this situation in the written  
13 evidence.

14 Is it your belief that there are large  
15 numbers of employees of MNR who are prevented from  
16 expressing their opinions about timber management?

17 MR. McALPINE: I can't speak for the rest  
18 of the people in the union, but my perception is that  
19 there are people who express their opinions quite  
20 openly to me and I don't hear them expressing it under  
21 other circumstances. So I think that the situation has  
22 changed quite a bit.

23 There's more of a -- as I state in here,  
24 that there's more of an openness in the Ministry to  
25 approach, to discuss issues that do come up, but at the

1 same time there are instances where I would have gone  
2 to the Ontario Professional Foresters Association that  
3 I have been involved with in recent years and because  
4 I've been through approaching them and there's been  
5 no -- I don't feel comfortable in approaching the OPFA  
6 because I know they don't protect me, I don't see any  
7 other recourse.

8 I'll give you the example of what I'm  
9 referring to, is back in 1984 I started preparing an  
10 annual work schedule for a block of timber out on Black  
11 Bay Peninsula and at that time we became aware of the  
12 budworm problem, and the Crown unit that I am involved  
13 with has about 40 per cent balsam fir on it and the  
14 majority of that is located out on the peninsula.

15 It was -- the area that was under  
16 question back in '82 when I went public about that, the  
17 issue that came up in '84 was that the areas that were  
18 being requested for harvest by Buchanan Forest  
19 Products, a company at that time, were identified by  
20 our fish and wildlife as containing the densest, second  
21 highest concentration of moose in the Province of  
22 Ontario.

23 It bothers me that the concerns that I  
24 brought up in '85 to my supervisor were not considered.  
25 It bothers me that I could not go to an association and

1 present my concerns to them because I didn't feel that  
2 there was any protection for it, but the irony of it is  
3 that the situation out on Black Bay is that the harvest  
4 of moose, the harvesting -- in my opinion the  
5 harvesting occurred out there in a timber orientated  
6 fashion was - and possibly there's an impact on deer  
7 populations moving in - but the fact of the matter is  
8 that moose surveys this year revealed that the  
9 population out on that peninsula has dropped in half.

10                   Until 1984 I was faced with the annual  
11 work schedule preparation. On my behalf I discussed it  
12 with - this is where I get really irritated with people  
13 who say that we do not have the knowledge and know how  
14 to manage our resources - and in consultation with my  
15 biologist colleagues we designed a harvest  
16 prescription. There was white pine, white spruce  
17 mixed, black spruce - and these are issues that I  
18 intend to raise with -- I have intended to raise after  
19 I found this - but there were stands out there that  
20 were less susceptible to budworm, there was  
21 approximately 60 hectares of poplar that was cut  
22 because my supervisor decided that it was a prime  
23 candidate and come from Geraldton, it was a prime  
24 candidate for a prescribed burn. And his argument for  
25 conducting that prescribed burn was the budworm problem

1                   My response was - and it is recorded in  
2                   writing, so I can submit it - this is what I referred  
3                   to, sometimes it takes 10 years to find these things.

4                   But I designed in consultation with the  
5                   biologists, since these non-susceptible or less  
6                   susceptible stands were in the designated harvest area,  
7                   and those were also the areas that were identified, it  
8                   was strange because you looked at the survey maps  
9                   exactly the area they wanted to harvest was prime moose  
10                  habitat and there was two blocks that were identified  
11                  and the 1,200-hectare prescribed burn that eventually  
12                  took place was on the northern section of that primary  
13                  moose winter concentration. And I apologize for  
14                  getting angry here, but I get very emotional over this.

15                  It's ironic that the second block to the  
16                  south was licensed to a small operator. It was white  
17                  pine/red pine mixed stands conditions there, but the  
18                  approach in '84, '85 - I forget the year that we wrote  
19                  the annual work schedule - the prescribed burn took  
20                  place in 1987 and I was preparing the annual work  
21                  schedule for the year 85/86 and I sat down with the  
22                  biologist and made these prescriptions, I went to my  
23                  forest management supervisor who said we have a budworm  
24                  problem out there, we must consider that, and I don't  
25                  like your proposal here.



1                   And I proposed to cut a variety of sizes  
2     of blocks, because we looked at the literature, there  
3     was some conflict in the literature that said that 40  
4     hectares done in four-hectare blocks, so that was the  
5     size of cuts that we were proposing throughout this  
6     thing.

7                   We were going to try to concentrate the  
8     harvest in the balsam fir stands, and my point was that  
9     at that time there was a concern about removing the  
10    balsam as a susceptible species for budworm, so why  
11    don't we concentrate on removing the balsam fir and at  
12    that time it was -- that was the big issue back then,  
13    everybody wanted to protect all the balsam from budworm  
14    so it wouldn't die.

15                  So I said, let's concentrate our harvest  
16    on balsam but that was pulpwood size wood and wasn't  
17    the type of wood that this Buchanan Forest Products was  
18    interested in and I was told quite frankly by my  
19    supervisor, who has testified before this Board, Serge  
20    Tenaglia, that he would not accept a proposal that  
21    would impact the economic operations, operabilty of the  
22    company that was going to be entering those areas.

23                  The irony of this is that I had to amend  
24    a timber management plan allocations to allow for a  
25    prescription for a prescribed burn and I did not get

1 any support from my fish and wildlife supervisors, I  
2 did not get any support from my forest management  
3 supervisor, and when I argued that -- his argument was  
4 that we should be removing as much wood as we could,  
5 and my argument that to reduce our protection costs and  
6 my argument became: Well, protection costs don't  
7 matter in this instance whether you're spraying white  
8 spruce, which was his argument for removing white  
9 spruce, I said the white spruce is there for cover, we  
10 can remove it and get -- it was fairly young white  
11 spruce, it was a mixed wood situation because of the  
12 previous harvesting out there, and I felt that I could  
13 hold those stands from a fish and wildlife perspective,  
14 and I was told quite point blank that he would not  
15 support spraying of any areas for fish and wildlife  
16 considerations.

17 So I bowed into the pressures and the  
18 only reason that I did bow into pressures was that I  
19 felt that I did not have the technical support from my  
20 supervisors or from fish and wildlife, they were not  
21 willing to go out on the limb and say that: Yes, this  
22 plan approach will help us. There were small stands of  
23 white pine out there that were to the state that they  
24 were nearing overmaturity but the point was that they  
25 could have been held there for 10, 15 years, 20 years

1 without not a lot of impact on their merchantability.  
2 And I have pictures of all this information if you  
3 would like to see it.

4 The point is that I was forced into a  
5 prescription that I did not agree with as a forester.  
6 I did not have any recourse, in my opinion, to go to  
7 anybody else. I certainly would not go to the OPFA  
8 based on my experience and I still would not go to the  
9 OPFA.

10 And so there was a 1,200-hectare burn  
11 that occurred on an area that originally had  
12 prescriptions for a maximum cut size and there would  
13 have been only one block of 40 hectares and then it  
14 would have varied down to size and 50 per cent of that  
15 area would have been left as cover and we would have  
16 concentrated on removal of undesirable timber.

17 As a forester you have to wait 10 years  
18 to see the results. So I talked to hunters who  
19 supported a winter road access policy because it was in  
20 their best interest, blah, blah, blah, would limit  
21 their hunting capability. Stories of guys sitting up  
22 on the knolls, located on a little knoll and a guy  
23 sitting 600, they climbed 600 yards across a prescribed  
24 burn in the first year and picking off moose.

25 And I talked to local tourist outfitters

1 and 79 animals were harvested off that prescribed burn  
2 in one year, and you can't tell me that that doesn't  
3 have an impact.

4 I felt that as a forester I had the know  
5 how and the ability to provide some protection for  
6 those animals. I am restricted to a winter road only  
7 consideration for that unit because some moose hunters  
8 consider it their private hunting domain. I cannot  
9 conduct proper forest management in my estimation to  
10 get a balsam fir situation converted back into  
11 production forest because these areas have been  
12 harvested since the turn of the century and they've  
13 been picked over using what some people call the  
14 wonderful system of selective silvicultural management,  
15 selective harvesting and all they did was end up with a  
16 bloody balsam fir nightmare, and I have not been given  
17 the tools to control how I feel I could have managed  
18 those areas to meet not only the tree aspect of things  
19 but the forest management, and I'm talking about the  
20 animals and the little tweety birds and all that other  
21 stuff out there, I had the knowledge to manage for at  
22 that time.

23 MR. MARTEL: Can I ask you a couple of  
24 questions, Mr. McAlpine because I don't want to lose  
25 track of where we are. Were you the plan author on



1 this?

2 MR. McALPINE: I was not the plan author.  
3 I was the plan author on the amendment to the plan that  
4 was -- I had to put in for the harvest.

5 MR. MARTEL: Okay, but you were the  
6 person involved in doing the planning around the area  
7 in question.

8 MR. McALPINE: Yeah.

9 MR. MARTEL: And you were overruled by a  
10 supervisor?

11 MR. McALPINE: I was overruled by my  
12 supervisor.

13 MR. MARTEL: And you were overruled by  
14 the biologist?

15 MR. McALPINE: The biologist agreed --

16 MR. MARTEL: The biologist agreed with  
17 you but the wildlife management.

18 MR. McALPINE: But the wildlife managers  
19 would not support us and I wrote letters to my  
20 supervisor and the district manager expressing my  
21 concern about this issue and ---

22 MR. MARTEL: Based on your previous  
23 experience of course you wouldn't go to anyone else?

24 MR. McALPINE: I would not go to anybody  
25 else.

1 MR. MARTEL: In the new plan process, I  
2 believe I asked this question three years ago, will  
3 there be a place, either in your understanding of the  
4 process, a situation like this, will it be reported and  
5 be in the supplementary documentation to your  
6 knowledge; in other words, to ensure that a situation  
7 where a forester is being overruled, let's say by the  
8 supervisor, will there be a reporting mechanism so that  
9 the public is aware that there has been a difference of  
10 opinion and will that difference of opinion show up in  
11 the information which will be public information so  
12 that the concern of the individual forester is made  
13 public?

14 MR. McALPINE: No, there will not because  
15 we're changing to a team management approach and it's a  
16 situation where if I, as a forester, disagree with the  
17 biologist perception or I disagree with the planning  
18 team recommendation because I feel that they're not  
19 considering the long-term forestry concerns, there's no  
20 mechanism there for me to register those concerns. I  
21 can write into a plan what the options are and what the  
22 final prescription is, and I guess that's my concern  
23 with it, is that part.

24 MR. MARTEL: But the public won't be  
25 aware that there was a serious difference of opinion

1 between -- and it might work the other way, it might be  
2 the biologist who has a real concern.

3 MR. McALPINE: Yes.

4 MR. MARTEL: And their real concern, as  
5 far as you're aware, will not show up anywhere in the  
6 supplementary documentation or anywhere in the plan?

7 MR. McALPINE: I do not see it in the  
8 system.

9 MADAM CHAIR: Excuse me, Mr. McAlpine.  
10 The local citizens committee will be appointing a  
11 member to the planning team and certainly one would  
12 assume most differences of opinion are discussed at  
13 planning team meetings.

14 MR. McALPINE: That depends on the  
15 planning team structure, and I don't see in the  
16 planning team process that I've been involved with.  
17 Why do people join planning teams, because they usually  
18 have their self interests there. It's usually a  
19 tourist outfitter or somebody else who has their own  
20 perceptions of how the forest should be managed.

21 MADAM CHAIR: I'm not talking about the  
22 citizens advisory group, I'm talking about MNR's timber  
23 management planning team which will include the author  
24 of the timber management plan, the wildlife biologist  
25 and any other people at MNR who are actually doing the

1 plan itself.

2 The proposal before us is that a member  
3 of the local citizens committee will sit on MNR's  
4 planning team.

5 MR. McALPINE: I don't think that solves  
6 your problem because, as I was saying, those people  
7 that tend to come in on those types of committees have  
8 their own interests, and I've been involved with, not  
9 formal committees that we've actually had people that  
10 work with the planning team, but we've invited people  
11 to attend our planning process and they attend simply  
12 because they're tourist outfitters or somebody who has  
13 their own perception, and sometimes you can influence  
14 those individuals and other times you can't.

15 It depends, it depends on the individual  
16 and I don't think putting one magic person there on the  
17 committee is going to remove that concern.

18 MADAM CHAIR: But it would give a  
19 difference of opinion a more public airing than --

20 MS. TOWER: But that is all that that  
21 position would be there to do, would be to express the  
22 public's interest and one individual could not possibly  
23 do that.

24 MADAM CHAIR: No, but what I'm getting at  
25 is Mr. McAlpine's concern that if there are differences



1 of opinion among MNR staff that those differences of  
2 opinion are aired presumably within planning team  
3 meetings and as those meetings will be attended by an  
4 outsider, let's call a local citizens committee  
5 representative an outsider, the proposal before us is  
6 that they would sit in on planning team meetings and  
7 they would see differences of opinion. It wouldn't be  
8 a matter of such differences taking place privately  
9 within MNR.

10 MR. McALPINE: I guess my concern with  
11 that is it still doesn't make somebody accountable.  
12 You can have as many committees as you want, we've had  
13 audit committees and audit boards and everything else,  
14 but the point is if there's not somebody there that is  
15 saying I'm willing to accept responsibility for these  
16 recommendations, I'll take the brunt of the blame 20  
17 years down the road when I'm proved wrong or something  
18 happens that is not what we projected would happen and  
19 that there is fault and that individual has to be  
20 accountable.

21 The situation -- I am concerned about the  
22 way the situation is developing. It's great -- I don't  
23 agree with having public involved in planning  
24 processes. I believe in people setting down targets  
25 that they want for an area and that should be set at a

1 higher level and every five years that should be  
2 reviewed. When it comes down to specific planning  
3 purposes there's got to be somebody that's accountable  
4 for it.

5 It's getting to the point where we're  
6 involving the public in setting provincial policies and  
7 that works all the way down to regional policies,  
8 through the SLUP, and then we get down to the unit  
9 level. And I don't disagree that that shouldn't occur,  
10 but what I disagree with is those individuals - and  
11 it's my job to make sure that the targets are met.

12 You can either involve my time in making  
13 prescriptions for the policies and the targets that you  
14 have set for the unit. If you want the unit to be  
15 managed as a park I still say if you want your  
16 grandchildren to look at white pine a forester has to  
17 be involved in that, but that goal is clearly  
18 identified.

19 If you want the bloody shoreline managed  
20 for Lake Nipigon viewability and all that stuff, I can  
21 meet those targets, I don't need somebody from the  
22 public telling me -- sitting on the board telling me  
23 how that's going to be done. And the general goals  
24 have to be put there in place, but I don't see the need  
25 for an individual sitting on these committees.

1 I mean, you're asking somebody to either  
2 volunteer time or you're going to have to start paying  
3 them for sitting on these committees and at the unit  
4 level I disagree with that.

5 I strongly feel that there should be  
6 targets set down that the forester is supposed to meet  
7 for that unit. If so much percentage of that unit has  
8 to go out of production, then it's up to him to  
9 identify whether that can be met, whether it's mill  
10 supply, or whether that production is for managing for  
11 moose. I mean I have a real problem with -- I mean,  
12 let's get realistic here, if we're going to start  
13 wanting people to make sure that the environment is  
14 managed properly, they should be out there on the site  
15 themselves and looking at the prescriptions.

16 MR. MARTEL: Well, I want to backtrack  
17 for a moment, because I heard what you told me but I'm  
18 going back by memory and I want to tell you that it's a  
19 long time ago.

20 But I'm convinced -- I think I'm right,  
21 let me put it that way. But I think I'm right, I was  
22 told when I raised this matter that I just asked you  
23 about a few moments ago that it would show up a  
24 dispute -- and I think the case I used was a difference  
25 of opinion between a forester and a biologist, and

1 would that show up somewhere in the process so that we  
2 would be aware of it.

3 Of course, and I will be quite frank with  
4 you, the whole thing was as a result of your experience  
5 previously, and I just wanted to have some assurance  
6 that the public must be aware in future where there was  
7 a very serious difference of opinion that the public  
8 must be confident that the decision that's reached, if  
9 there was opposition to it they had a right to know,  
10 since its their forest, that there was a decision  
11 reached that might not be either in the forester or the  
12 biologist using their expertise, their best opinion.

13 I guess I was worried about outside  
14 influences forcing decisions that weren't in the best  
15 interest of forestry or timber management or harvesting  
16 or whatever you want to call it, and I was just looking  
17 for a guarantee.

18 And I firmly believe I was told it would  
19 show up in either the supplementary documentation or in  
20 some phase of the plan so that the public knew that  
21 there was tremendous concern.

22 And I see my friend Mr. Pascoe and I  
23 might ask him if he can find that reference almost four  
24 years ago I think now, I can't even remember the panel  
25 that was on, but I just wanted to be assured that that



1 will -- that there's got to be a way for that  
2 difference of opinion to show up in the plan somehow.  
3 I don't care how it's done, but I think it should show  
4 up.

5 MADAM CHAIR: Thank you, Mr. McAlpine.

6 Ms. Beal, you've gone through the 14  
7 recommendations for us.

8 MS. BEALL: Yes, I have. Could I just  
9 add something to that discussion though.

10 I don't know the particulars of the  
11 planning process that is being envisioned, but one of  
12 the things that Don has been emphasizing is the issue  
13 of accountability and responsibility.

14 And where members of the public are  
15 involved on various advisory boards or committees, I  
16 think it would be -- it's necessary in developing that  
17 plan to think of what kind of accountability structure  
18 is there for those members of the public in a situation  
19 such as Don went through.

20 Had a member of the public been involved,  
21 had been present in the office even when these  
22 discussions were taking place, who does that member of  
23 the public relay to. I mean, Don ultimately had to go  
24 into the political process, had to go to the media for  
25 this story to become public.

1 Does a member of the public do that, or  
2 does a member of the public without an accountability  
3 structure in place simply become over time  
4 institutionalized in this process.

5 MADAM CHAIR: Well, the accountability  
6 structure that's being proposed before us right now is  
7 that, in fact, the local citizens committee will issue  
8 a report that will be part of the supplementary  
9 documentation to the timber management plan, so that  
10 whatever disagreements they have with the plan,  
11 whatever they heard and they wish to report on will be  
12 available for everyone to see. That's what's being  
13 proposed currently.

14 MR. MALONEY: More paperwork.

15 MS. BEALL: That's what it sounds like.

16 MR. McALPINE: I have an extreme problem  
17 with this because I think what the public has to start  
18 to recognize is there are limited funds and if  
19 professional engineers -- I mean, there are certain  
20 parts of social structures that you have to rely on  
21 professionals to come up with the prescriptions that  
22 you want to make, and if medical doctors had to sit  
23 down and try -- or enginners had to go through the  
24 public process that we have to go through people would  
25 be walking in as the footings are being poured and

1 asking whether the concrete is ready and they would  
2 have to stop for two days to make sure that the testing  
3 was being done properly.

4 I mean, there has to be a decision made.  
5 I mean, what is the most practical approach of taking,  
6 is it going to be more paperwork, or is it going to be  
7 something that gives me the accountability and  
8 responsibility but also the ability to get out there  
9 and get the job done.

10 And when I start hearing more paperwork I  
11 just shutter. I've got so dammed much of it now, I  
12 just -- I don't disagree that there has to be  
13 documentation, there's been a bad job done of it in the  
14 past. I think we can go the other way too, and that's  
15 what's really concerning me here, is there has to be  
16 some rational decision made as to what is realistic.

17 That is what prompted me to come here is  
18 I don't see this system being developed as being  
19 realistic and right now I'm struggling with whether I  
20 want to even stay in this profession.

21 So I mean, it's a horrendous issue but  
22 it's also an issue that's got to be damn well addressed  
23 or things are going continue like this. I mean,  
24 geez...

25 MS. TOWER: We're losing too many

1 professional people. That's one of the things that  
2 bothers me about a lot of the -- I find it very  
3 unfortunate that reorg is happening in the midst of a  
4 recession because the two coupled is just destroying  
5 MNR's professional integrity. Lots of people are just  
6 walking out the door and saying: I've had enough, I  
7 can't deal with this any more.

8 MADAM CHAIR: All right. Is there  
9 anything else you wish to add, Ms. Beall, or any of the  
10 other witnesses?

11 (no response)

12 Okay. Well, the Board thanks you very  
13 much for coming. I don't think we have made a firm  
14 decision about what the follow up will be. We are  
15 asking Mr. Beram to get in touch with you Ms. Beall and  
16 Ms. Blastorah, and I think the preference of the two of  
17 you seems to be to have written questions being  
18 submitted.

19 MS. BEALL: We are entirely flexible. If  
20 the Board would like to have witnesses come back next  
21 week or another date, we are willing to try to  
22 accommodate that, or if you want written questions, or  
23 try both mechanisms. We're flexible.

24 MADAM CHAIR: We're going to ask Mr.  
25 Beram to meet with you Ms. Beall and Ms. Blastorah when



1 this session is over and come to some resolution of  
2 this as quickly as possible. All right.

3 MS. BEALL: Sure.

4 MADAM CHAIR: And we thank the witnesses  
5 very much for travelling a long distance and giving us  
6 your evidence, we appreciate that, and we will keep you  
7 updated on when our decision will be out. We finish  
8 the hearing of the evidence and the argument this fall  
9 and we're going to get our decision out as quickly as  
10 we can after that. Okay.

11 And, again, thank you very much. We will  
12 be back at nine o'clock tomorrow morning.

13 ---Whereupon the hearing was adjourned at 4:55 p.m., to  
14 be reconvened on Wednesday, May 13th, 1992,  
15 commencing at 9:00 a.m.

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